

salary guide



2019.

table of contents

administrative support, contact centre & customer care

alberta	6
british columbia	8
new brunswick	12
nova scotia	13
ontario	14
québec	29
saskatchewan	37

engineering

alberta	40
british columbia	42
ontario	44
québec	52

finance and accounting

alberta	58
british columbia	59
manitoba	60
new brunswick	60
nova scotia	61
ontario	61
québec	65
saskatchewan	67

human resources

alberta	70
british columbia	71
manitoba	72
new brunswick	72
nova scotia	73
ontario	73
québec	77
saskatchewan	79

industrial support, skilled trades & industrial management

alberta	82
british columbia	84
manitoba	87
new brunswick	88
nova scotia	89
ontario	90
québec	105
saskatchewan	113

sales & marketing

alberta	116
british columbia	118
manitoba	119
new brunswick	120
nova scotia	121
ontario	122
québec	132

technologies

alberta	138
british columbia	140
manitoba	142
nova scotia	143
ontario	144
québec	147
saskatchewan	149

staying relevant

Randstad Canada is pleased to introduce the Randstad Salary Guide 2019, a valuable tool that provides the critical information organizations like yours need to remain attractive, while maintaining a competitive edge.

Our Salary Guide is designed to help you attract and hire top candidates, speed up the hiring cycle and improve your compensation negotiation processes by keeping you in the loop when it comes to offering competitive salaries, especially if you find yourself up against larger hiring budgets. It's not just a shrinking talent pool that threatens your organizational success.

Last year, we introduced our Human forward approach – a promise, really – furthering our commitment to continuity and growth by helping everyone we work with – job seekers, workers, employers – realize their full potential.

Human forward came at a critical, pivotal time in how work is performed and by whom. Technologies have completely changed the full-cycle hiring process, refining and often dictating an organization's ability to attract, hire and retain top performers. The volume and speed at which data is available, delivered and analyzed directly impacts organizational success. The lack of skilled talent already felt by many sectors is no longer a mere annoyance; through 2019 it will become a significant impediment to organizations looking to grow, remain profitable and stay competitive.

staying ahead

That's why we developed Tech and Touch, an important element of our Human forward philosophy, which defines how we invest in, develop, support and leverage technology to enhance human interaction. Technology-driven data helps identify talent; human interaction helps hire them. We believe the need for this synergetic relationship has never been stronger. It's often soft skills – a talent's ability to communicate, listen, think critically and collaborate – that separate good talent from exceptional ones. Assessing those soft skills successfully depends on human contact and interaction enhanced, not thwarted, by technology.

This is the balance we strive to keep and share, especially amid shifting economies and political climates. It's how we respond to change. It's how we make a real difference in the world of work, and how we can help you do the same.



about

this guide

Our Salary Guide 2019 provides you with salary information, based on years of experience, across a wide range of Canadian cities and for a variety of roles within the following sectors: Engineering, Technologies, HR, Finance & Accounting, Sales & Marketing, Industrial support, Skilled trades & Industrial management, Administrative support, Contact centre & Customer care.

All salaries are expressed in thousands of dollars (Ex.: 55.6 : \$55,600) and represent annual base salaries (before benefits) with the exception of Industrial support, Skilled trades & Industrial management, which in order to best reflect the realities of the market, are presented in hourly rates.

For Engineering, Technologies, Human resources and Sales & Marketing, salary ranges correspond to the 25th and 75th percentiles for entry, mid and senior levels (entry-level: 1 to 3 years' experience; mid-level: 4 to 7 years' experience; senior-level: 8 to 12 years' experience). For Industrial support, Skilled trades and Industrial management, Administrative

support and Contact centre & Customer care roles we provide a salary range that corresponds to the 25th and 75th percentiles for the 1st, 3rd and 5th years of experience. Roles in Finance & 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. This is why salary ranges for executive positions are based on company revenue, which allows us to present a more accurate picture.

Salary information comes from Economic Research Institute (ERI) and was validated by our industry experts across Canada. ERI compiles the most robust salary, cost-of-living, and executive compensation survey data available, with current market data for more than 1,000 industry sectors. All data is employer-provided and comes from a variety of sources. Survey data is collected through internally conducted salary surveys and the purchase of third party salary surveys.

administrative support,
contact centre &
customer care



alberta

calgary

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	43.4 - 51.3	47.4 - 55.9	51.1 - 60.4
customer service manager (bilingual)	50.2 - 60.2	56.6 - 64.5	62.5 - 72.5
customer service representative	39.5 - 46.8	43.8 - 51.7	47.6 - 56.2
customer service representative (bilingual)	41.1 - 47.6	44.0 - 52.0	48.0 - 56.0
customer service supervisor	47.7 - 56.5	51.7 - 61.1	55.4 - 65.5
customer service supervisor (bilingual)	48.2 - 56.2	53.0 - 62.0	56.0 - 67.0
customer service trainer	42.3 - 50.7	46.1 - 55.3	49.9 - 59.7
help desk representative	46.0 - 55.5	50.2 - 60.7	54.1 - 65.5
inside sales representative	49.3 - 58.2	51.9 - 61.3	54.6 - 64.4
telemarketing agent	32.5 - 37.0	34.2 - 40.1	36.8 - 43.2

finance and accounting support

accounting clerk	38.6 - 44.7	42.4 - 49.0	45.7 - 52.8
accounts payable clerk	40.0 - 45.2	44.4 - 50.1	48.2 - 54.3
accounts receivable clerk	40.2 - 45.4	44.6 - 50.3	48.5 - 54.6
invoicing clerk	38.4 - 45.1	42.3 - 49.5	45.6 - 53.3
payroll administrator	46.5 - 55.7	50.6 - 60.6	54.6 - 65.3
payroll clerk	44.5 - 52.0	49.0 - 57.2	53.1 - 61.9

office and administrative support

administrative assistant	41.9 - 50.2	45.3 - 54.2	48.6 - 58.1
administrative assistant (bilingual)	42.5 - 50.8	46.0 - 54.8	49.0 - 59.0
benefits clerk	39.8 - 46.5	43.7 - 51.0	47.4 - 55.3
buyer assistant	38.4 - 45.0	42.8 - 50.1	46.6 - 54.4
claims supervisor	61.5 - 74.3	66.2 - 80.0	70.8 - 85.6
contracts administrator	57.3 - 69.4	62.5 - 75.6	67.5 - 81.6
data entry clerk	32.3 - 37.4	35.4 - 41.0	38.1 - 44.1
document controller	34.1 - 39.5	37.4 - 43.3	40.2 - 46.4
executive assistant	55.6 - 68.0	61.9 - 75.6	67.7 - 82.7
executive assistant (bilingual)	53.0 - 65.0	59.0 - 72.0	65.0 - 79.0
export/import clerk	37.7 - 44.2	41.7 - 48.8	45.2 - 52.8
file clerk	34.4 - 39.8	39.0 - 45.1	42.6 - 49.1
human resources assistant	43.6 - 50.9	47.6 - 55.5	51.0 - 59.5
insurance claims clerk	35.7 - 41.4	39.1 - 45.3	42.3 - 48.8
legal assistant	48.7 - 58.9	55.7 - 67.3	62.0 - 75.0
mailroom clerk	33.6 - 38.5	36.8 - 42.1	39.3 - 44.9
office clerk	34.7 - 40.2	37.8 - 43.7	40.6 - 46.9
office manager	53.5 - 64.7	56.6 - 68.4	59.6 - 72.0
order clerk	35.0 - 40.5	38.4 - 44.4	41.4 - 47.8
order supervisor	53.7 - 63.4	59.8 - 70.6	65.5 - 77.3
project coordinator	45.9 - 54.9	49.6 - 59.4	53.2 - 63.7
receptionist	33.4 - 38.6	35.5 - 41.6	38.1 - 44.5
receptionist (bilingual)	32.0 - 37.0	33.0 - 42.0	37.5 - 45.0
sales assistant	41.4 - 48.5	44.1 - 51.6	46.9 - 54.7
supply clerk	33.3 - 37.4	35.3 - 39.5	37.4 - 40.7

alberta

edmonton

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.2 - 50.0	46.1 - 54.5	49.8 - 58.9
customer service representative	38.5 - 45.5	42.6 - 50.3	46.3 - 54.8
customer service supervisor	46.6 - 55.1	50.4 - 59.6	54.1 - 63.9
customer service trainer	41.8 - 50.0	45.6 - 54.5	49.2 - 58.9
help desk representative	44.6 - 54.0	48.7 - 59.0	52.6 - 63.7
inside sales representative	48.1 - 56.8	50.6 - 59.9	53.2 - 62.9
telemarketing agent	33.3 - 36.7	34.0 - 39.8	36.6 - 42.8

finance and accounting support

accounting clerk	37.3 - 43.1	40.8 - 47.2	44.0 - 50.9
accounts payable clerk	38.6 - 43.5	42.8 - 48.2	46.5 - 52.4
accounts receivable clerk	38.8 - 43.8	42.9 - 48.4	46.7 - 52.7
invoicing clerk	37.1 - 43.4	40.8 - 47.7	44.0 - 51.4
payroll administrator	44.7 - 53.5	48.6 - 58.2	52.4 - 62.7
payroll clerk	42.9 - 50.1	47.2 - 55.2	51.2 - 59.8

office and administrative support

administrative assistant	40.6 - 48.5	43.8 - 52.4	46.9 - 56.1
benefits clerk	38.7 - 45.2	42.5 - 49.7	46.1 - 53.8
buyer assistant	37.1 - 43.4	41.3 - 48.2	44.9 - 52.4
claims supervisor	59.5 - 72.1	64.1 - 77.6	68.7 - 83.1
contracts administrator	55.1 - 66.6	60.0 - 72.6	64.8 - 78.4
data entry clerk	33.3 - 36.4	34.4 - 39.8	37.0 - 42.8
document controller	37.5 - 43.7	41.6 - 52.0	47.8 - 58.3
executive assistant	53.7 - 65.8	59.8 - 73.3	65.5 - 80.2
export/import clerk	36.4 - 42.6	40.2 - 47.0	43.6 - 50.9
file clerk	33.5 - 38.7	38.0 - 43.9	41.4 - 47.8
human resources assistant	42.4 - 49.6	46.3 - 54.1	49.7 - 58.0
insurance claims clerk	34.8 - 40.2	38.0 - 43.9	41.1 - 47.4
legal assistant	47.2 - 57.1	54.0 - 65.4	60.2 - 72.8
mailroom clerk	32.7 - 37.4	35.7 - 40.8	38.1 - 43.6
office clerk	33.8 - 39.1	36.7 - 42.5	39.4 - 45.5
office manager	51.8 - 62.7	54.7 - 66.3	57.7 - 69.8
order clerk	34.0 - 39.4	37.4 - 43.2	40.3 - 46.5
order supervisor	51.9 - 61.4	57.9 - 68.5	63.4 - 75.0
project coordinator	44.9 - 53.7	48.6 - 58.1	52.1 - 62.3
receptionist	33.3 - 37.5	35.3 - 40.5	37.0 - 43.3
sales assistant	39.9 - 46.7	42.5 - 49.7	45.2 - 52.8
supply clerk	33.3 - 37.4	35.3 - 39.5	37.4 - 40.7

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

fort mcmurray

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	45.1 - 53.3	49.2 - 58.1	53.1 - 62.7
customer service representative	41.0 - 48.5	45.4 - 53.7	49.4 - 58.4
customer service supervisor	50.1 - 59.1	54.2 - 63.9	58.0 - 68.4
customer service trainer	43.9 - 52.5	47.8 - 57.2	51.6 - 61.7
help desk representative	48.1 - 57.9	52.5 - 63.2	56.5 - 68.1
inside sales representative	50.7 - 59.8	53.3 - 63.0	56.0 - 66.1
telemarketing agent	32.8 - 38.4	35.5 - 41.6	38.3 - 44.8

finance and accounting support

accounting clerk	39.7 - 45.9	43.5 - 50.2	46.9 - 54.1
accounts payable clerk	41.1 - 46.3	45.5 - 51.3	49.5 - 55.7
accounts receivable clerk	41.3 - 46.6	45.7 - 51.5	49.7 - 56.0
invoicing clerk	39.5 - 46.2	43.4 - 50.8	46.8 - 54.7
payroll administrator	48.6 - 57.9	52.7 - 62.8	56.7 - 67.4
payroll clerk	45.7 - 53.3	50.3 - 58.7	54.4 - 63.5

office and administrative support

administrative assistant	43.0 - 51.5	46.4 - 55.5	49.8 - 59.4
benefits clerk	41.3 - 48.2	45.4 - 53.0	49.2 - 57.4
buyer assistant	39.5 - 46.2	43.9 - 51.3	47.8 - 55.8
claims supervisor	63.7 - 76.9	68.6 - 82.7	73.3 - 88.5
contracts administrator	59.4 - 71.5	64.6 - 77.7	69.6 - 83.7
data entry clerk	33.7 - 39.0	36.9 - 42.6	39.7 - 45.8
document controller	35.5 - 41.0	38.9 - 44.9	41.7 - 48.2
executive assistant	56.9 - 69.6	63.3 - 77.4	69.3 - 84.7
export/import clerk	38.8 - 45.4	42.8 - 50.1	46.4 - 54.2
file clerk	35.8 - 41.4	40.5 - 46.8	44.2 - 51.0
human resources assistant	45.3 - 52.9	49.4 - 57.7	53.0 - 61.8
insurance claims clerk	37.3 - 43.0	40.7 - 47.0	43.9 - 50.7
legal assistant	49.8 - 60.1	56.9 - 68.7	63.4 - 76.5
mailroom clerk	35.1 - 40.1	38.3 - 43.7	40.8 - 46.6
office clerk	36.2 - 41.8	39.3 - 45.4	42.2 - 48.7
office manager	55.6 - 67.0	58.7 - 70.8	61.7 - 74.5
order clerk	36.4 - 42.0	39.9 - 46.1	43.0 - 49.7
order supervisor	55.7 - 65.6	62.0 - 73.1	67.8 - 80.0
project coordinator	48.6 - 57.9	52.5 - 62.4	56.2 - 66.8
receptionist	34.3 - 40.1	37.0 - 43.2	39.6 - 46.2
sales assistant	42.5 - 49.7	45.3 - 52.9	48.1 - 56.1
supply clerk	32.3 - 37.9	35.2 - 41.2	37.7 - 44.1

red deer

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.6 - 48.0	44.4 - 52.4	47.9 - 56.7
customer service representative	37.0 - 43.8	41.0 - 48.4	44.6 - 52.7
customer service supervisor	44.7 - 52.9	48.4 - 57.2	51.9 - 61.4
customer service trainer	39.8 - 47.6	43.4 - 51.9	46.9 - 56.1
help desk representative	43.0 - 52.0	47.0 - 56.9	50.7 - 61.3
inside sales representative	45.9 - 54.2	48.3 - 57.1	50.8 - 60.0
telemarketing agent	33.3 - 36.7	34.0 - 39.8	36.6 - 42.8

finance and accounting support

accounting clerk	36.0 - 41.5	39.4 - 45.4	42.5 - 49.0
accounts payable clerk	37.2 - 41.9	41.2 - 46.5	44.8 - 50.5
accounts receivable clerk	37.4 - 42.1	41.4 - 46.6	45.0 - 50.7
invoicing clerk	35.8 - 41.8	39.3 - 45.9	42.4 - 49.5
payroll administrator	43.0 - 51.4	46.7 - 56.0	50.3 - 60.3
payroll clerk	41.3 - 48.3	45.5 - 53.1	49.3 - 57.5

office and administrative support

administrative assistant	39.3 - 47.0	42.4 - 50.7	45.4 - 54.3
benefits clerk	37.2 - 43.5	40.9 - 47.8	44.3 - 51.8
buyer assistant	35.8 - 41.8	39.8 - 46.4	43.2 - 50.5
claims supervisor	57.5 - 69.7	62.0 - 75.1	66.4 - 80.4
contracts administrator	52.9 - 64.1	57.7 - 69.9	62.3 - 75.5
data entry clerk	33.3 - 36.7	34.0 - 39.8	36.6 - 42.8
document controller	37.5 - 43.7	41.6 - 52.0	47.8 - 58.3
executive assistant	52.0 - 63.8	57.9 - 71.0	63.5 - 77.8
export/import clerk	35.1 - 41.0	38.8 - 45.3	42.0 - 49.0
file clerk	32.3 - 37.3	36.6 - 42.2	39.8 - 46.0
human resources assistant	40.8 - 47.7	44.6 - 52.1	47.8 - 55.8
insurance claims clerk	33.5 - 38.7	36.6 - 42.3	39.5 - 45.6
legal assistant	45.4 - 54.9	51.9 - 62.9	57.9 - 70.1
mailroom clerk	32.3 - 36.1	34.4 - 39.3	36.7 - 41.9
office clerk	33.8 - 39.1	36.7 - 42.5	39.4 - 45.5
office manager	50.0 - 60.6	52.9 - 64.1	55.7 - 67.5
order clerk	33.3 - 37.9	36.0 - 41.5	38.8 - 44.8
order supervisor	50.2 - 59.3	56.0 - 66.2	61.3 - 72.5
project coordinator	43.5 - 52.1	47.1 - 56.4	50.5 - 60.4
receptionist	33.3 - 37.5	35.3 - 40.5	37.0 - 43.3
sales assistant	38.5 - 45.0	41.0 - 47.8	43.5 - 50.8
supply clerk	33.8 - 37.5	35.3 - 40.5	37.0 - 43.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

british columbia

burnaby

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.3 - 50.0	46.2 - 54.5	49.9 - 58.9
customer service representative	38.5 - 45.6	42.6 - 50.4	46.4 - 54.8
customer service supervisor	46.0 - 54.3	49.8 - 58.8	53.4 - 63.0
customer service trainer	41.2 - 49.3	44.9 - 53.7	48.5 - 58.0
help desk representative	44.5 - 53.8	48.6 - 58.8	52.4 - 63.4
inside sales representative	47.2 - 55.8	49.7 - 58.8	52.3 - 61.8
telemarketing agent	31.8 - 36.2	33.5 - 39.2	36.0 - 42.2

finance and accounting support

accounting clerk	37.1 - 42.9	40.6 - 46.9	43.8 - 50.6
accounts payable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 54.2
accounts receivable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 52.4
invoicing clerk	36.9 - 43.2	40.6 - 47.4	43.7 - 51.1
payroll administrator	44.5 - 53.3	48.4 - 57.9	52.1 - 62.3
payroll clerk	42.6 - 49.8	47.0 - 54.9	50.9 - 59.4

office and administrative support

administrative assistant	40.9 - 48.9	44.1 - 52.8	47.3 - 56.5
benefits clerk	38.7 - 45.3	42.6 - 49.7	46.2 - 53.9
buyer assistant	36.9 - 43.2	41.0 - 48.0	44.6 - 52.1
claims supervisor	59.1 - 71.5	63.7 - 77.1	68.2 - 82.5
contracts administrator	54.7 - 66.2	59.7 - 72.2	64.4 - 78.0
data entry clerk	31.8 - 36.1	34.2 - 39.5	36.8 - 42.5
document controller	33.3 - 38.5	36.5 - 42.1	39.2 - 45.2
executive assistant	55.2 - 66.2	60.2 - 73.7	65.9 - 80.7
export/import clerk	36.2 - 42.4	40.0 - 46.8	43.3 - 50.6
file clerk	34.8 - 38.8	38.0 - 43.9	41.5 - 47.9
human resources assistant	42.5 - 49.6	46.4 - 54.1	49.7 - 58.0
insurance claims clerk	34.5 - 39.9	37.7 - 43.6	40.7 - 47.0
legal assistant	47.5 - 57.5	54.4 - 65.7	60.6 - 73.3
mailroom clerk	32.5 - 37.2	35.5 - 40.5	37.8 - 43.2
office clerk	34.4 - 37.3	36.8 - 40.5	38.8 - 43.4
office manager	51.4 - 62.2	54.3 - 65.8	57.2 - 69.3
order clerk	34.1 - 39.4	37.4 - 43.2	40.4 - 46.6
order supervisor	51.5 - 60.9	57.5 - 68.0	63.0 - 74.5
project coordinator	45.1 - 53.9	48.7 - 58.2	52.2 - 62.4
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	39.7 - 46.4	42.3 - 49.4	44.9 - 52.5
supply clerk	32.6 - 35.1	34.8 - 38.1	36.2 - 42.6

british columbia

delta

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.3 - 50.0	46.2 - 54.6	49.9 - 58.9
customer service representative	38.6 - 45.6	42.7 - 50.4	46.4 - 54.8
customer service supervisor	46.0 - 54.4	49.8 - 58.8	53.4 - 63.0
customer service trainer	41.3 - 49.3	45.0 - 53.7	48.5 - 58.0
help desk representative	44.5 - 53.8	48.6 - 58.8	52.4 - 63.4
inside sales representative	47.2 - 55.8	49.7 - 58.8	52.3 - 61.8
telemarketing agent	31.6 - 36.2	33.5 - 39.2	36.1 - 42.2

finance and accounting support

accounting clerk	37.1 - 42.9	40.6 - 46.9	43.8 - 50.6
accounts payable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 54.2
accounts receivable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 52.4
invoicing clerk	37.0 - 43.2	40.6 - 47.5	43.8 - 51.1
payroll administrator	44.6 - 53.3	48.4 - 57.9	52.1 - 62.3
payroll clerk	42.7 - 49.9	47.0 - 54.9	50.9 - 59.4

office and administrative support

administrative assistant	40.9 - 48.9	44.2 - 52.8	47.3 - 56.5
benefits clerk	38.8 - 45.3	42.6 - 49.8	46.2 - 53.9
buyer assistant	36.9 - 43.2	41.1 - 48.0	44.7 - 52.2
claims supervisor	59.1 - 71.5	63.7 - 77.0	68.2 - 82.5
contracts administrator	54.7 - 66.2	59.7 - 72.2	64.4 - 77.9
data entry clerk	32.8 - 36.1	34.2 - 39.5	36.8 - 42.5
document controller	33.3 - 38.5	36.5 - 42.2	39.2 - 45.3
executive assistant	55.2 - 66.2	60.2 - 73.7	65.9 - 80.7
export/import clerk	36.2 - 42.4	40.0 - 46.8	43.4 - 50.6
file clerk	33.6 - 38.8	38.1 - 43.9	41.5 - 47.9
human resources assistant	42.5 - 49.6	46.4 - 54.2	49.7 - 58.0
insurance claims clerk	34.5 - 39.9	37.8 - 43.6	40.7 - 47.0
legal assistant	47.6 - 57.5	54.4 - 65.7	60.6 - 73.2
mailroom clerk	32.6 - 37.2	35.5 - 40.5	37.9 - 43.2
office clerk	33.6 - 38.8	36.5 - 42.1	39.1 - 45.2
office manager	51.4 - 62.2	54.3 - 65.8	57.2 - 69.3
order clerk	34.1 - 39.5	37.5 - 43.3	40.4 - 46.6
order supervisor	51.5 - 60.9	57.5 - 68.0	63.0 - 74.4
project coordinator	45.1 - 53.9	48.7 - 58.2	52.2 - 62.4
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	39.7 - 46.4	42.3 - 49.4	44.9 - 52.5
supply clerk	32.8 - 35.6	35.1 - 38.2	37.2 - 42.1

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

kelowna

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.4 - 47.8	44.1 - 52.1	47.6 - 56.3
customer service representative	36.8 - 43.5	40.7 - 48.1	44.3 - 52.4
customer service supervisor	43.9 - 51.9	47.5 - 56.2	50.9 - 60.3
customer service trainer	39.7 - 47.5	43.3 - 51.7	46.7 - 55.8
help desk representative	42.5 - 51.4	46.4 - 56.2	50.1 - 60.6
inside sales representative	45.5 - 53.9	48.0 - 56.8	50.4 - 59.7
telemarketing agent	31.9 - 34.6	34.5 - 37.4	36.7 - 40.2

finance and accounting support

accounting clerk	35.7 - 41.2	39.0 - 45.1	42.1 - 48.6
accounts payable clerk	36.9 - 41.6	40.9 - 46.1	44.4 - 50.0
accounts receivable clerk	37.1 - 41.8	41.0 - 46.3	44.6 - 50.3
invoicing clerk	35.5 - 41.5	39.0 - 45.6	42.0 - 49.1
payroll administrator	43.1 - 51.5	46.9 - 56.0	50.5 - 60.3
payroll clerk	41.0 - 47.9	45.1 - 52.7	48.9 - 57.1

office and administrative support

administrative assistant	38.8 - 46.4	41.9 - 50.1	44.9 - 53.7
benefits clerk	37.0 - 43.2	40.7 - 47.5	44.1 - 51.5
buyer assistant	35.5 - 41.5	39.4 - 46.1	42.9 - 50.1
claims supervisor	57.1 - 69.3	61.6 - 74.7	66.0 - 80.0
contracts administrator	52.3 - 63.3	57.0 - 69.0	61.5 - 74.6
data entry clerk	32.3 - 35.7	35.5 - 38.0	37.3 - 40.8
document controller	31.8 - 36.7	34.8 - 40.2	37.4 - 43.2
executive assistant	51.4 - 63.1	57.3 - 70.3	62.8 - 77.1
export/import clerk	34.8 - 40.7	38.5 - 44.9	41.6 - 48.6
file clerk	32.0 - 37.0	36.3 - 41.9	39.6 - 45.7
human resources assistant	40.5 - 47.4	44.3 - 51.8	47.5 - 55.5
insurance claims clerk	33.2 - 38.4	36.3 - 41.9	39.2 - 45.2
legal assistant	45.0 - 54.4	51.5 - 62.3	57.4 - 69.5
mailroom clerk	31.3 - 35.7	34.1 - 39.0	36.4 - 41.5
office clerk	34.4 - 37.3	36.8 - 40.5	38.8 - 43.4
office manager	49.6 - 60.1	52.5 - 63.6	55.3 - 67.1
order clerk	32.6 - 37.6	35.7 - 41.3	38.5 - 44.5
order supervisor	49.7 - 58.9	55.5 - 65.8	60.9 - 72.1
project coordinator	43.1 - 51.7	46.7 - 55.9	50.1 - 60.0
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	38.1 - 44.6	40.6 - 47.5	43.1 - 50.4
supply clerk	28.7 - 33.5	31.2 - 36.5	33.4 - 39.1

langley-abbotsford

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.4 - 50.0	46.2 - 54.6	49.9 - 58.9
customer service representative	38.6 - 45.6	42.7 - 50.4	46.4 - 54.8
customer service supervisor	46.0 - 54.4	49.8 - 58.8	53.4 - 63.0
customer service trainer	41.3 - 49.3	45.0 - 53.8	48.6 - 58.0
help desk representative	44.5 - 53.8	48.7 - 58.8	52.4 - 63.4
inside sales representative	47.2 - 55.8	49.8 - 58.8	52.3 - 61.8
telemarketing agent	32.5 - 36.3	35.4 - 39.3	37.8 - 42.2

finance and accounting support

accounting clerk	37.2 - 42.9	40.7 - 47.0	43.9 - 50.6
accounts payable clerk	38.7 - 46.2	41.1 - 52.1	43.7 - 54.2
accounts receivable clerk	38.6 - 46.2	41.1 - 52.1	43.7 - 52.4
invoicing clerk	37.0 - 43.2	40.6 - 47.5	43.8 - 51.1
payroll administrator	44.6 - 53.3	48.5 - 57.9	52.2 - 62.3
payroll clerk	42.7 - 49.9	47.0 - 54.9	50.9 - 59.4

office and administrative support

administrative assistant	40.9 - 48.9	44.2 - 52.8	47.3 - 56.5
benefits clerk	38.8 - 45.3	42.6 - 49.8	46.2 - 53.9
buyer assistant	37.0 - 43.2	41.1 - 48.0	44.7 - 52.2
claims supervisor	59.1 - 71.5	63.7 - 77.0	68.1 - 82.4
contracts administrator	54.8 - 66.2	59.7 - 72.2	64.4 - 77.9
data entry clerk	33.7 - 36.2	35.3 - 39.6	37.8 - 42.5
document controller	33.3 - 38.5	36.5 - 42.2	39.2 - 45.3
executive assistant	55.2 - 66.2	60.2 - 73.7	65.9 - 80.7
export/import clerk	36.3 - 42.4	40.1 - 46.8	43.4 - 50.7
file clerk	33.6 - 38.9	38.1 - 44.0	41.5 - 47.9
human resources assistant	42.5 - 49.6	46.4 - 54.2	49.8 - 58.1
insurance claims clerk	34.6 - 39.9	37.8 - 43.6	40.8 - 47.1
legal assistant	47.6 - 57.5	54.4 - 65.7	60.6 - 73.2
mailroom clerk	32.6 - 37.2	35.5 - 40.6	37.9 - 43.3
office clerk	34.4 - 37.3	36.8 - 40.5	38.8 - 43.4
office manager	51.4 - 62.2	54.3 - 65.8	57.2 - 69.3
order clerk	34.2 - 39.5	37.5 - 43.3	40.4 - 46.6
order supervisor	51.5 - 60.9	57.5 - 68.0	63.0 - 74.4
project coordinator	45.1 - 53.9	48.7 - 58.2	52.2 - 62.4
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	39.8 - 46.5	42.3 - 49.4	45.0 - 52.5
supply clerk	31.6 - 35.2	34.9 - 38.2	37.6 - 40.9

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

british columbia

richmond

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.6 - 50.3	46.5 - 54.9	50.2 - 59.2
customer service representative	38.8 - 45.8	42.9 - 50.7	46.7 - 55.1
customer service supervisor	46.3 - 54.7	50.1 - 59.1	53.7 - 63.4
customer service trainer	41.5 - 49.6	45.2 - 54.0	48.8 - 58.3
help desk representative	44.8 - 54.1	48.9 - 59.2	52.7 - 63.8
inside sales representative	47.5 - 56.1	50.0 - 59.1	52.6 - 62.1
telemarketing agent	31.1 - 36.4	33.7 - 39.5	36.3 - 42.4

finance and accounting support

accounting clerk	37.3 - 43.1	40.9 - 47.2	44.1 - 50.9
accounts payable clerk	39.8 - 46.2	43.5 - 52.1	46.4 - 54.2
accounts receivable clerk	39.8 - 46.2	43.5 - 52.1	46.4 - 54.2
invoicing clerk	37.2 - 43.5	40.8 - 47.7	44.0 - 51.4
payroll administrator	44.8 - 53.6	48.7 - 58.2	52.4 - 62.7
payroll clerk	42.9 - 50.1	47.3 - 55.2	51.2 - 59.8

office and administrative support

administrative assistant	41.2 - 49.2	44.4 - 53.1	47.6 - 56.8
benefits clerk	39.0 - 45.6	42.9 - 50.0	46.4 - 54.2
buyer assistant	37.2 - 43.4	41.3 - 48.3	44.9 - 52.5
claims supervisor	59.4 - 71.9	64.0 - 77.5	68.5 - 82.9
contracts administrator	55.1 - 66.6	60.0 - 72.6	64.8 - 78.4
data entry clerk	31.4 - 36.3	34.4 - 39.8	37.0 - 42.7
document controller	33.5 - 38.7	36.7 - 42.4	39.4 - 45.5
executive assistant	55.2 - 66.6	60.6 - 74.1	66.3 - 81.1
export/import clerk	36.5 - 42.6	40.3 - 47.1	43.6 - 50.9
file clerk	33.8 - 39.1	38.3 - 44.2	41.7 - 48.1
human resources assistant	42.7 - 49.9	46.7 - 54.5	50.0 - 58.4
insurance claims clerk	34.7 - 40.1	38.0 - 43.9	41.0 - 47.3
legal assistant	47.8 - 57.8	54.7 - 66.1	60.9 - 73.6
mailroom clerk	32.8 - 37.4	35.7 - 40.8	38.1 - 43.5
office clerk	34.4 - 37.3	36.8 - 40.5	38.8 - 43.4
office manager	51.7 - 62.6	54.6 - 66.1	57.6 - 69.7
order clerk	34.4 - 39.7	37.7 - 43.5	40.6 - 46.9
order supervisor	51.8 - 61.3	57.8 - 68.3	63.3 - 74.8
project coordinator	45.3 - 54.2	49.0 - 58.6	52.5 - 62.8
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	40.0 - 46.7	42.5 - 49.7	45.2 - 52.8
supply clerk	32.4 - 37.5	34.7 - 38.4	37.6 - 44.8

british columbia

vancouver

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.9 - 50.7	46.9 - 55.3	50.6 - 59.7
customer service representative	39.1 - 46.2	43.3 - 51.1	47.1 - 55.6
customer service supervisor	46.7 - 55.1	50.5 - 59.6	54.1 - 63.9
customer service trainer	41.8 - 50.0	45.6 - 54.5	49.2 - 58.8
help desk representative	45.1 - 54.6	49.3 - 59.7	53.2 - 64.3
inside sales representative	47.9 - 56.6	50.4 - 59.6	53.0 - 62.6
telemarketing agent	31.4 - 36.7	34.0 - 39.8	36.6 - 42.8

finance and accounting support

accounting clerk	37.7 - 43.5	41.2 - 47.6	44.5 - 51.3
accounts payable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 54.2
accounts receivable clerk	42.6 - 48.0	46.2 - 52.1	48.0 - 52.4
invoicing clerk	37.5 - 43.8	41.2 - 48.1	44.4 - 51.8
payroll administrator	45.2 - 54.0	49.1 - 58.7	52.9 - 63.2
payroll clerk	43.3 - 50.6	47.7 - 55.7	51.6 - 60.3

office and administrative support

administrative assistant	41.5 - 49.6	44.8 - 53.5	48.0 - 57.3
benefits clerk	39.3 - 46.0	43.2 - 50.5	46.8 - 54.6
buyer assistant	37.5 - 43.8	41.7 - 48.7	45.3 - 52.9
claims supervisor	59.9 - 72.5	64.5 - 78.1	69.1 - 83.6
contracts administrator	55.5 - 67.1	60.5 - 73.2	65.3 - 79.0
data entry clerk	32.9 - 36.6	34.7 - 40.1	37.3 - 43.1
document controller	33.8 - 39.0	37.0 - 42.8	39.8 - 45.9
executive assistant	55.2 - 67.1	61.1 - 74.7	66.8 - 81.8
export/import clerk	36.8 - 43.0	40.6 - 47.5	44.0 - 51.4
file clerk	34.1 - 39.4	38.6 - 44.6	42.1 - 48.6
human resources assistant	43.1 - 50.3	47.1 - 54.9	50.4 - 58.9
insurance claims clerk	35.0 - 40.5	38.3 - 44.2	41.3 - 47.7
legal assistant	48.2 - 58.3	55.1 - 66.6	61.4 - 74.3
mailroom clerk	33.0 - 37.7	36.0 - 41.1	38.4 - 43.8
office clerk	34.0 - 39.4	37.0 - 42.7	39.7 - 45.8
office manager	52.1 - 63.1	55.1 - 66.7	58.0 - 70.2
order clerk	34.6 - 40.0	38.0 - 43.9	41.0 - 47.3
order supervisor	52.3 - 61.8	58.3 - 68.9	63.9 - 75.5
project coordinator	45.7 - 54.6	49.4 - 59.0	53.0 - 63.3
receptionist	33.8 - 38.2	35.6 - 40.5	37.1 - 45.2
sales assistant	40.3 - 47.1	42.9 - 50.1	45.6 - 53.2
supply clerk	31.8 - 35.6	33.1 - 38.7	35.5 - 41.5

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	41.5 - 49.0	45.3 - 53.4	48.8 - 57.7
customer service representative	37.9 - 44.7	41.8 - 49.4	45.5 - 53.7
customer service supervisor	45.4 - 53.6	49.1 - 58.0	52.6 - 62.2
customer service trainer	40.9 - 48.9	44.6 - 53.3	48.1 - 57.5
help desk representative	43.8 - 52.9	47.8 - 57.8	51.5 - 62.3
inside sales representative	46.7 - 55.1	49.1 - 58.0	51.6 - 61.0
telemarketing agent	31.3 - 36.5	33.9 - 39.5	36.4 - 42.4

finance and accounting support

accounting clerk	36.8 - 42.5	40.3 - 46.4	43.4 - 50.0
accounts payable clerk	38.1 - 42.8	42.1 - 47.4	45.7 - 51.4
accounts receivable clerk	38.3 - 43.1	42.3 - 47.6	45.9 - 51.7
invoicing clerk	36.7 - 42.8	40.2 - 46.9	43.3 - 50.5
payroll administrator	43.7 - 52.2	47.5 - 56.8	51.1 - 61.1
payroll clerk	42.2 - 49.2	46.4 - 54.1	50.2 - 58.6

office and administrative support

administrative assistant	40.2 - 48.1	43.4 - 51.9	46.5 - 55.6
benefits clerk	38.1 - 44.4	41.8 - 48.7	45.2 - 52.8
buyer assistant	36.6 - 42.7	40.6 - 47.4	44.1 - 51.5
claims supervisor	58.5 - 70.8	63.0 - 76.3	67.5 - 81.7
contracts administrator	53.6 - 64.8	58.4 - 70.7	63.1 - 76.3
data entry clerk	31.1 - 36.0	34.1 - 39.3	36.6 - 42.3
document controller	32.8 - 37.8	35.9 - 41.4	38.5 - 44.3
executive assistant	53.2 - 65.1	59.2 - 72.5	64.8 - 79.4
export/import clerk	36.0 - 41.9	39.7 - 46.2	42.9 - 50.0
file clerk	33.1 - 38.1	37.4 - 43.1	40.7 - 46.9
human resources assistant	41.7 - 48.6	45.5 - 53.0	48.7 - 56.9
insurance claims clerk	34.4 - 39.7	37.6 - 43.4	40.5 - 46.8
legal assistant	46.9 - 56.6	53.6 - 64.7	59.6 - 72.1
mailroom clerk	32.4 - 37.0	35.3 - 40.3	37.7 - 43.0
office clerk	33.4 - 38.6	36.3 - 41.9	38.9 - 44.9
office manager	50.9 - 61.6	53.8 - 65.1	56.7 - 68.6
order clerk	33.6 - 38.7	36.8 - 42.4	39.6 - 45.7
order supervisor	51.0 - 60.3	56.9 - 67.3	62.3 - 73.7
project coordinator	44.2 - 52.8	47.8 - 57.1	51.2 - 61.2
receptionist	31.7 - 37.0	34.1 - 39.8	36.5 - 42.5
sales assistant	39.4 - 45.9	41.9 - 48.8	44.4 - 51.8
supply clerk	29.5 - 34.5	32.1 - 37.5	34.4 - 40.1

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.4 - 45.4	41.9 - 49.6	45.3 - 53.6
customer service representative	35.0 - 41.4	38.7 - 45.8	42.1 - 49.9
customer service supervisor	42.4 - 50.2	46.0 - 54.4	49.3 - 58.4
customer service trainer	37.7 - 45.1	41.1 - 49.2	44.4 - 53.2
help desk representative	40.7 - 49.3	44.5 - 54.0	48.0 - 58.3
inside sales representative	43.4 - 51.4	45.7 - 54.2	48.1 - 57.0
telemarketing agent	29.0 - 33.8	31.3 - 36.5	33.6 - 39.2

finance and accounting support

accounting clerk	34.1 - 39.4	37.3 - 43.1	40.2 - 46.5
accounts payable clerk	35.3 - 39.7	39.1 - 44.1	42.4 - 47.9
accounts receivable clerk	35.5 - 39.9	39.2 - 44.2	42.6 - 48.1
invoicing clerk	34.0 - 39.6	37.3 - 43.6	40.1 - 47.0
payroll administrator	40.5 - 48.5	44.0 - 52.8	47.5 - 56.9
payroll clerk	39.2 - 45.8	43.1 - 50.5	46.8 - 54.8

office and administrative support

administrative assistant	37.1 - 44.3	40.0 - 47.9	42.8 - 51.4
benefits clerk	35.2 - 41.1	38.7 - 45.2	41.9 - 49.0
buyer assistant	34.0 - 39.6	37.7 - 44.0	41.0 - 47.9
claims supervisor	54.8 - 66.6	59.1 - 71.9	63.4 - 77.1
contracts administrator	50.2 - 61.0	54.8 - 66.6	59.3 - 72.1
data entry clerk	29.0 - 33.4	31.7 - 36.5	34.0 - 39.3
document controller	30.4 - 35.0	33.2 - 38.3	35.6 - 41.1
executive assistant	49.1 - 60.4	54.8 - 67.5	60.2 - 74.1
export/import clerk	33.3 - 38.9	36.8 - 42.9	39.8 - 46.5
file clerk	30.6 - 35.3	34.6 - 39.9	37.6 - 43.5
human resources assistant	38.6 - 45.1	42.1 - 49.2	45.2 - 52.8
insurance claims clerk	32.0 - 36.9	34.9 - 40.3	37.7 - 43.5
legal assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.5
mailroom clerk	30.2 - 34.4	32.9 - 37.5	35.0 - 40.0
office clerk	31.1 - 35.9	33.7 - 39.0	36.2 - 41.7
office manager	47.6 - 57.7	50.3 - 61.1	53.1 - 64.4
order clerk	31.1 - 35.8	34.0 - 39.2	36.6 - 42.3
order supervisor	47.7 - 56.5	53.3 - 63.2	58.5 - 69.3
project coordinator	41.1 - 49.3	44.5 - 53.4	47.8 - 57.3
receptionist	29.4 - 34.2	31.6 - 36.8	33.7 - 39.4
sales assistant	36.5 - 42.6	38.8 - 45.4	41.2 - 48.2
supply clerk	27.6 - 32.1	29.9 - 34.8	31.9 - 37.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

new brunswick

fredericton

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.5 - 44.5	41.0 - 48.7	44.4 - 52.7
customer service representative	34.1 - 40.5	37.8 - 44.9	41.2 - 48.9
customer service supervisor	41.0 - 48.7	44.5 - 52.9	47.8 - 56.8
customer service trainer	37.4 - 44.9	40.8 - 49.0	44.1 - 53.0
help desk representative	39.7 - 48.2	43.4 - 52.8	46.9 - 57.0
inside sales representative	43.0 - 50.9	45.3 - 53.7	47.6 - 56.5
telemarketing agent	27.7 - 32.4	30.0 - 35.1	32.2 - 37.7
finance and accounting support			
accounting clerk	33.3 - 38.6	36.5 - 42.3	39.4 - 45.7
accounts payable clerk	34.5 - 39.0	38.3 - 43.3	41.6 - 47.1
accounts receivable clerk	34.6 - 39.2	38.4 - 43.4	41.9 - 47.3
invoicing clerk	33.2 - 38.9	36.5 - 42.8	39.4 - 46.2
payroll administrator	39.4 - 47.3	42.9 - 51.6	46.3 - 55.6
payroll clerk	38.4 - 45.0	42.3 - 49.7	45.9 - 53.9
office and administrative support			
administrative assistant	36.4 - 43.7	39.3 - 47.2	42.2 - 50.7
benefits clerk	34.3 - 40.2	37.8 - 44.3	41.0 - 48.1
buyer assistant	33.1 - 38.8	36.9 - 43.2	40.2 - 47.1
claims supervisor	53.8 - 65.4	58.0 - 70.6	62.2 - 75.7
contracts administrator	49.0 - 59.5	53.5 - 65.1	57.9 - 70.4
data entry clerk	28.3 - 32.7	30.9 - 35.7	33.3 - 38.5
document controller	29.5 - 34.1	32.3 - 37.4	34.7 - 40.2
executive assistant	48.5 - 59.7	54.1 - 66.6	59.4 - 73.1
export/import clerk	32.5 - 38.1	36.0 - 42.2	39.0 - 45.7
file clerk	29.8 - 34.4	33.7 - 39.0	36.8 - 42.6
human resources assistant	37.7 - 44.1	41.2 - 48.3	44.2 - 51.9
insurance claims clerk	31.2 - 36.1	34.1 - 39.5	36.9 - 42.7
legal assistant	42.0 - 51.0	48.2 - 58.6	53.9 - 65.6
mailroom clerk	29.4 - 33.6	32.1 - 36.7	34.2 - 39.1
office clerk	30.4 - 35.1	33.0 - 38.1	35.4 - 40.9
office manager	46.6 - 56.7	49.3 - 60.0	52.0 - 63.3
order clerk	30.2 - 35.0	33.2 - 38.4	35.8 - 41.4
order supervisor	46.7 - 55.4	52.3 - 62.0	57.4 - 68.1
project coordinator	40.0 - 48.1	43.4 - 52.1	46.6 - 56.0
receptionist	28.5 - 33.3	30.7 - 35.9	32.9 - 38.5
sales assistant	35.7 - 41.8	38.0 - 44.6	40.4 - 47.4
supply clerk	26.6 - 31.1	28.9 - 33.8	30.9 - 36.2

new brunswick

moncton

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.3 - 44.3	40.8 - 48.5	44.2 - 52.5
customer service manager (bilingual)	45.0 - 48.1	48.0 - 55.1	55.0 - 65.0
customer service representative	34.0 - 40.3	37.6 - 44.7	41.0 - 48.7
customer service representative (bilingual)	30.0 - 32.2	32.0 - 38.5	38.0 - 42.0
customer service supervisor	40.6 - 48.2	44.0 - 52.3	47.3 - 56.2
customer service supervisor (bilingual)	42.0 - 45.4	45.0 - 50.3	49.8 - 55.0
customer service trainer	36.6 - 44.0	40.0 - 48.0	43.2 - 51.9
help desk representative	39.3 - 47.8	43.1 - 52.3	46.5 - 56.5
inside sales representative	42.3 - 50.2	44.6 - 53.0	47.0 - 55.8
telemarketing agent	27.9 - 32.6	30.2 - 35.3	32.5 - 38.0
finance and accounting support			
accounting clerk	33.0 - 38.1	36.1 - 41.8	39.0 - 45.1
accounts payable clerk	34.1 - 38.5	37.8 - 42.7	41.1 - 46.5
accounts receivable clerk	34.3 - 38.7	38.0 - 42.9	41.3 - 46.7
invoicing clerk	32.8 - 38.4	36.1 - 42.2	38.9 - 45.6
payroll administrator	39.2 - 47.1	42.7 - 51.3	46.1 - 55.4
payroll clerk	37.9 - 44.4	41.8 - 49.0	45.4 - 53.2
office and administrative support			
administrative assistant	36.1 - 43.4	39.0 - 46.9	41.9 - 50.3
benefits clerk	34.1 - 40.0	37.6 - 44.1	40.8 - 47.9
buyer assistant	32.8 - 38.4	36.5 - 42.7	39.7 - 46.5
claims supervisor	53.0 - 64.6	57.2 - 69.7	61.4 - 74.9
contracts administrator	48.5 - 59.0	53.0 - 64.5	57.3 - 69.7
data entry clerk	27.8 - 32.1	30.4 - 35.2	32.7 - 37.9
document controller	29.3 - 33.9	32.1 - 37.2	34.5 - 40.0
executive assistant	48.1 - 59.2	53.7 - 66.1	58.9 - 72.6
export/import clerk	32.2 - 37.7	35.6 - 41.6	38.5 - 45.2
file clerk	29.6 - 34.2	33.5 - 38.8	36.6 - 42.4
human resources assistant	37.5 - 43.9	41.0 - 48.1	44.0 - 51.7
insurance claims clerk	30.7 - 35.5	33.6 - 38.9	36.3 - 42.0
legal assistant	41.5 - 50.5	47.7 - 57.9	53.2 - 64.8
mailroom clerk	29.0 - 33.1	31.6 - 36.1	33.7 - 38.5
office clerk	29.9 - 34.5	32.5 - 37.6	34.8 - 40.3
office manager	45.9 - 55.9	48.6 - 59.2	51.3 - 62.4
order clerk	30.1 - 34.8	33.0 - 38.2	35.6 - 41.2
order supervisor	46.0 - 54.7	51.5 - 61.2	56.6 - 67.3
project coordinator	40.0 - 48.0	43.3 - 52.0	46.5 - 55.9
receptionist	28.4 - 33.1	30.5 - 35.7	32.7 - 38.3
sales assistant	35.3 - 41.3	37.6 - 44.0	39.9 - 46.8
supply clerk	26.6 - 31.1	28.9 - 33.8	30.9 - 36.2

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

saint john

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.8 - 44.8	41.3 - 49.0	44.7 - 53.0
customer service representative	34.3 - 40.7	38.1 - 45.1	41.5 - 49.2
customer service supervisor	41.2 - 48.9	44.7 - 53.0	48.0 - 56.9
customer service trainer	36.6 - 43.9	39.9 - 48.0	43.2 - 51.9
help desk representative	40.1 - 48.8	43.9 - 53.4	47.5 - 57.7
inside sales representative	42.5 - 50.5	44.9 - 53.2	47.2 - 56.0
telemarketing agent	27.7 - 32.5	30.1 - 35.2	32.3 - 37.8
finance and accounting support			
accounting clerk	33.7 - 39.0	36.9 - 42.8	39.9 - 46.2
accounts payable clerk	34.9 - 39.4	38.7 - 43.7	42.1 - 47.6
accounts receivable clerk	35.1 - 39.6	38.9 - 43.9	42.3 - 47.8
invoicing clerk	33.6 - 39.3	36.9 - 43.2	39.8 - 46.7
payroll administrator	40.4 - 48.5	44.0 - 52.8	47.4 - 57.0
payroll clerk	38.8 - 45.5	42.8 - 50.2	46.4 - 54.4
office and administrative support			
administrative assistant	36.7 - 44.0	39.6 - 47.6	42.5 - 51.0
benefits clerk	34.5 - 40.5	38.0 - 44.5	41.2 - 48.3
buyer assistant	33.5 - 39.3	37.3 - 43.7	40.6 - 47.6
claims supervisor	54.2 - 65.9	58.5 - 71.2	62.7 - 76.3
contracts administrator	49.5 - 60.2	54.1 - 65.8	58.5 - 71.3
data entry clerk	28.0 - 32.4	30.7 - 35.5	33.0 - 38.2
document controller	29.6 - 34.3	32.5 - 37.6	34.9 - 40.4
executive assistant	48.8 - 60.1	54.5 - 67.1	59.8 - 73.6
export/import clerk	32.9 - 38.5	36.4 - 42.6	39.4 - 46.2
file clerk	29.9 - 34.6	33.9 - 39.2	37.0 - 42.8
human resources assistant	37.9 - 44.4	41.5 - 48.6	44.5 - 52.2
insurance claims clerk	31.0 - 35.8	33.9 - 39.2	36.6 - 42.4
legal assistant	42.7 - 51.9	49.0 - 59.6	54.8 - 66.6
mailroom clerk	29.2 - 33.4	31.9 - 36.4	34.0 - 38.9
office clerk	30.1 - 34.8	32.7 - 37.9	35.1 - 40.6
office manager	47.0 - 57.1	49.8 - 60.5	52.5 - 63.8
order clerk	30.4 - 35.2	33.4 - 38.6	36.0 - 41.7
order supervisor	47.1 - 55.9	52.7 - 62.5	57.8 - 68.7
project coordinator	40.2 - 48.3	43.5 - 52.3	46.7 - 56.2
receptionist	28.6 - 33.5	30.9 - 36.1	33.1 - 38.7
sales assistant	36.1 - 42.3	38.5 - 45.1	40.9 - 47.9
supply clerk	26.7 - 31.2	29.0 - 33.9	31.1 - 36.4

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

halifax

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.9 - 39.0	38.0 - 42.1	42.0 - 45.0
customer service manager (bilingual)	45.0 - 49.0	48.0 - 52.0	50.0 - 55.0
customer service representative	34.5 - 40.8	38.1 - 45.1	41.5 - 49.2
customer service representative (bilingual)	36.0 - 42.0	40.0 - 48.0	45.0 - 52.0
customer service supervisor	41.4 - 49.1	44.9 - 53.2	48.2 - 57.2
customer service supervisor (bilingual)	43.0 - 52.0	45.0 - 58.0	50.0 - 59.0
customer service trainer	37.6 - 45.1	41.1 - 49.3	44.4 - 53.2
help desk representative	40.1 - 48.6	43.9 - 53.2	47.3 - 57.5
inside sales representative	37.0 - 41.0	40.0 - 44.0	42.0 - 47.0
telemarketing agent	28.0 - 32.6	30.3 - 35.3	32.5 - 38.0
finance and accounting support			
accounting clerk	33.6 - 38.8	36.8 - 42.5	39.7 - 45.8
accounts payable clerk	34.8 - 39.2	38.5 - 43.4	41.8 - 47.2
accounts receivable clerk	34.9 - 39.4	38.7 - 43.6	42.0 - 47.5
invoicing clerk	33.5 - 39.1	36.7 - 42.9	39.6 - 46.3
payroll administrator	40.0 - 47.9	43.5 - 52.2	46.9 - 56.2
payroll clerk	38.6 - 45.1	42.5 - 49.8	46.1 - 54.0
office and administrative support			
administrative assistant	36.6 - 43.9	39.6 - 47.5	42.4 - 50.9
administrative assistant (bilingual)	35.0 - 39.0	37.0 - 42.0	40.0 - 45.0
benefits clerk	34.7 - 40.5	38.1 - 44.6	41.3 - 48.3
buyer assistant	33.5 - 39.1	37.1 - 43.4	40.4 - 47.2
claims supervisor	53.9 - 65.5	58.1 - 70.8	62.3 - 75.9
contracts administrator	49.3 - 59.9	53.9 - 65.4	58.2 - 70.8
data entry clerk	28.4 - 32.7	31.0 - 35.7	33.3 - 38.4
document controller	29.9 - 34.4	32.7 - 37.7	35.0 - 40.5
executive assistant	42.0 - 45.0	43.0 - 50.2	50.0 - 60.0
executive assistant (bilingual)	45.0 - 48.0	47.4 - 52.5	52.0 - 62.0
export/import clerk	32.8 - 38.3	36.2 - 42.3	39.2 - 45.9
file clerk	30.1 - 34.7	34.1 - 39.3	37.1 - 42.9
human resources assistant	38.0 - 44.4	41.5 - 48.6	44.5 - 52.1
insurance claims clerk	31.3 - 36.1	34.2 - 39.4	36.8 - 42.6
legal assistant	42.2 - 51.2	48.4 - 58.8	54.0 - 65.7
mailroom clerk	29.5 - 33.6	32.1 - 36.6	34.3 - 39.1
office clerk	30.4 - 35.1	33.0 - 38.1	35.4 - 40.8
office manager	46.7 - 56.8	49.4 - 60.1	52.1 - 63.4
order clerk	30.6 - 35.3	33.5 - 38.7	36.1 - 41.7
order supervisor	46.8 - 55.5	52.4 - 62.1	57.5 - 68.3
project coordinator	40.8 - 48.8	44.1 - 52.9	47.3 - 56.7
receptionist	28.9 - 33.7	31.1 - 36.3	33.2 - 38.8
receptionist (bilingual)	32.0 - 35.0	33.0 - 38.0	35.0 - 42.0
sales assistant	36.0 - 42.0	38.3 - 44.7	40.6 - 47.6
supply clerk	27.3 - 31.8	29.6 - 34.5	31.7 - 37.0

ontario

barrie

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.5 - 47.8	44.2 - 52.2	47.7 - 56.3
customer service manager (bilingual)	50.0 - 58.0	53.6 - 62.4	57.9 - 67.3
customer service representative	37.0 - 43.6	40.9 - 48.2	44.4 - 52.4
customer service representative (bilingual)	39.0 - 45.7	42.9 - 50.2	46.4 - 54.4
customer service supervisor	44.0 - 52.0	47.6 - 56.2	51.0 - 60.3
customer service supervisor (bilingual)	46.0 - 54.0	49.6 - 58.2	53.0 - 62.3
customer service trainer	40.2 - 48.0	43.7 - 52.2	47.2 - 56.4
help desk representative	45.0 - 52.0	47.0 - 56.8	50.7 - 61.2
inside sales representative	45.7 - 53.9	48.1 - 56.8	50.5 - 59.6
telemarketing agent	30.0 - 34.6	32.1 - 37.4	34.4 - 40.2

finance and accounting support

accounting clerk	35.7 - 41.1	39.0 - 45.0	42.0 - 48.4
accounts payable clerk	36.9 - 41.5	40.8 - 45.9	44.3 - 49.9
accounts receivable clerk	37.1 - 41.7	41.0 - 46.1	44.5 - 50.1
invoicing clerk	35.5 - 41.4	39.0 - 45.4	42.0 - 48.9
payroll administrator	42.5 - 50.8	46.2 - 55.2	49.7 - 59.4
payroll clerk	40.9 - 47.7	45.0 - 52.5	48.7 - 56.8

office and administrative support

administrative assistant	38.8 - 46.4	41.9 - 50.0	44.8 - 53.6
administrative assistant (bilingual)	40.8 - 48.4	43.9 - 52.0	46.8 - 55.6
benefits clerk	37.2 - 43.4	40.8 - 47.6	44.2 - 51.5
buyer assistant	35.5 - 41.4	39.4 - 45.9	42.8 - 49.9
claims supervisor	57.0 - 69.0	61.4 - 74.4	65.7 - 79.6
contracts administrator	52.0 - 63.0	56.7 - 68.7	61.2 - 74.2
data entry clerk	30.4 - 35.0	33.2 - 38.3	35.7 - 41.1
document controller	32.0 - 36.9	35.0 - 40.4	37.6 - 43.3
executive assistant	51.3 - 62.8	57.1 - 70.0	62.5 - 76.7
executive assistant (bilingual)	52.5 - 63.9	58.7 - 72.9	63.9 - 77.8
export/import clerk	34.9 - 40.7	38.4 - 44.8	41.6 - 48.5
file clerk	32.3 - 37.2	36.5 - 42.1	39.7 - 45.8
human resources assistant	40.7 - 47.5	44.4 - 51.8	47.6 - 55.5
insurance claims clerk	33.5 - 38.6	36.6 - 42.2	39.4 - 45.4
legal assistant	44.8 - 54.2	51.2 - 62.0	57.1 - 69.1
mailroom clerk	31.6 - 36.0	34.5 - 39.2	36.7 - 41.8
office clerk	32.6 - 37.6	35.4 - 40.8	37.9 - 43.6
office manager	49.7 - 60.0	52.5 - 63.4	55.3 - 66.8
order clerk	32.8 - 37.8	35.9 - 41.4	38.7 - 44.6
order supervisor	49.8 - 58.8	55.5 - 65.6	60.8 - 71.8
project coordinator	43.0 - 51.3	46.4 - 55.5	49.8 - 59.5
receptionist	31.2 - 36.1	33.3 - 38.9	35.6 - 41.5
receptionist (bilingual)	33.2 - 38.1	33.3 - 40.9	37.6 - 43.5
sales assistant	38.2 - 44.5	40.6 - 47.3	43.0 - 50.2
supply clerk	29.2 - 33.6	31.2 - 36.4	33.4 - 39.0

ontario

belleville-brockville

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.6 - 45.6	42.1 - 49.8	45.4 - 53.8
customer service representative	35.2 - 41.5	38.9 - 45.9	42.3 - 50.0
customer service supervisor	41.9 - 49.6	45.3 - 53.7	48.7 - 57.6
customer service trainer	38.7 - 46.3	42.2 - 50.5	45.5 - 54.5
help desk representative	41.3 - 50.0	45.2 - 54.7	48.7 - 59.0
inside sales representative	43.4 - 51.4	45.8 - 54.1	48.1 - 56.9
telemarketing agent	29.2 - 33.7	31.3 - 36.5	33.6 - 39.2

finance and accounting support

accounting clerk	34.3 - 39.5	37.4 - 43.2	40.3 - 46.6
accounts payable clerk	35.4 - 39.9	39.2 - 44.1	42.5 - 47.9
accounts receivable clerk	35.6 - 40.0	39.3 - 44.3	42.7 - 48.2
invoicing clerk	34.1 - 39.8	37.4 - 43.6	40.3 - 47.0
payroll administrator	40.7 - 48.7	44.3 - 53.0	47.7 - 57.1
payroll clerk	39.3 - 45.9	43.2 - 50.5	46.8 - 54.7

office and administrative support

administrative assistant	37.5 - 44.9	40.5 - 48.4	43.4 - 51.9
benefits clerk	35.4 - 41.3	38.8 - 45.3	42.0 - 49.1
buyer assistant	34.1 - 39.7	37.8 - 44.1	41.1 - 48.0
claims supervisor	54.9 - 66.6	59.2 - 71.8	63.4 - 77.0
contracts administrator	50.2 - 60.9	54.8 - 66.4	59.2 - 71.8
data entry clerk	29.3 - 33.7	32.0 - 36.9	34.3 - 39.6
document controller	30.5 - 35.1	33.3 - 38.4	35.7 - 41.2
executive assistant	49.7 - 61.0	55.4 - 68.0	60.7 - 74.6
export/import clerk	33.5 - 39.0	36.9 - 43.0	39.9 - 46.6
file clerk	30.8 - 35.4	34.7 - 40.0	37.8 - 43.6
human resources assistant	38.7 - 45.2	42.3 - 49.4	45.3 - 53.0
insurance claims clerk	32.3 - 37.2	35.2 - 40.6	38.0 - 43.8
legal assistant	43.0 - 52.1	49.2 - 59.7	54.9 - 66.6
mailroom clerk	30.5 - 34.7	33.2 - 37.8	35.3 - 40.3
office clerk	31.4 - 36.2	34.1 - 39.3	36.5 - 42.0
office manager	47.7 - 57.8	50.5 - 61.1	53.2 - 64.4
order clerk	31.2 - 36.0	34.2 - 39.4	36.8 - 42.4
order supervisor	47.8 - 56.6	53.4 - 63.2	58.5 - 69.3
project coordinator	41.5 - 49.7	44.9 - 53.7	48.1 - 57.6
receptionist	29.5 - 34.4	31.7 - 37.0	33.9 - 39.5
sales assistant	36.6 - 42.7	38.9 - 45.5	41.3 - 48.3
supply clerk	29.2 - 32.4	30.2 - 35.2	32.3 - 37.6

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

brampton

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	41.1 - 48.5	44.8 - 53.0	48.4 - 57.2
customer service representative	37.4 - 44.2	41.4 - 48.9	45.0 - 53.2
customer service supervisor	45.1 - 53.3	48.8 - 57.7	52.3 - 61.9
customer service trainer	41.4 - 49.5	45.1 - 53.9	48.7 - 58.2
help desk representative	43.4 - 52.6	47.5 - 57.5	51.2 - 62.0
inside sales representative	46.0 - 54.4	48.5 - 57.3	51.0 - 60.3
telemarketing agent	30.1 - 35.2	32.6 - 38.1	35.0 - 40.9

finance and accounting support

accounting clerk	36.5 - 42.1	39.9 - 46.1	43.0 - 49.7
accounts payable clerk	37.7 - 42.5	41.8 - 47.1	45.4 - 51.2
accounts receivable clerk	37.9 - 42.7	41.9 - 47.3	45.6 - 51.5
invoicing clerk	36.3 - 42.4	39.9 - 46.6	43.0 - 50.2
payroll administrator	43.3 - 51.8	47.1 - 56.3	50.7 - 60.7
payroll clerk	41.9 - 49.0	46.1 - 54.0	50.0 - 58.4

office and administrative support

administrative assistant	39.8 - 47.7	43.0 - 51.5	46.1 - 55.1
benefits clerk	37.6 - 43.9	41.3 - 48.3	44.8 - 52.3
buyer assistant	36.3 - 42.4	40.3 - 47.1	43.8 - 51.3
claims supervisor	58.2 - 70.5	62.7 - 76.0	67.1 - 81.4
contracts administrator	53.4 - 64.7	58.3 - 70.6	62.9 - 76.3
data entry clerk	30.7 - 35.4	33.5 - 38.7	36.1 - 41.6
document controller	32.4 - 37.4	35.4 - 40.9	38.0 - 43.9
executive assistant	52.8 - 64.6	58.7 - 71.9	64.3 - 78.8
export/import clerk	35.6 - 41.6	39.3 - 46.0	42.6 - 49.8
file clerk	32.6 - 37.7	36.9 - 42.6	40.2 - 46.4
human resources assistant	41.2 - 48.1	45.0 - 52.6	48.3 - 56.4
insurance claims clerk	33.9 - 39.1	37.0 - 42.7	39.9 - 46.0
legal assistant	45.7 - 55.4	52.4 - 63.5	58.4 - 70.8
mailroom clerk	31.9 - 36.4	34.8 - 39.7	37.1 - 42.3
office clerk	32.9 - 38.0	35.8 - 41.3	38.3 - 44.2
office manager	50.6 - 61.3	53.5 - 64.8	56.3 - 68.3
order clerk	33.2 - 38.3	36.3 - 42.0	39.2 - 45.2
order supervisor	50.7 - 60.0	56.6 - 66.9	62.0 - 73.4
project coordinator	43.9 - 52.4	47.4 - 56.7	50.8 - 60.8
receptionist	31.3 - 36.5	33.7 - 39.3	36.0 - 42.1
sales assistant	39.0 - 45.6	41.5 - 48.6	44.1 - 51.6
supply clerk	29.2 - 34.2	31.8 - 37.1	34.0 - 39.8

brantford

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.5 - 47.7	44.1 - 52.0	47.5 - 56.1
customer service representative	36.9 - 43.5	40.8 - 48.1	44.3 - 52.2
customer service supervisor	43.9 - 51.8	47.4 - 55.9	50.8 - 59.9
customer service trainer	39.9 - 47.6	43.4 - 51.8	46.8 - 55.9
help desk representative	42.6 - 51.4	46.5 - 56.2	50.1 - 60.5
inside sales representative	45.5 - 53.7	47.9 - 56.5	50.3 - 59.4
telemarketing agent	30.9 - 36.0	33.4 - 38.9	35.9 - 41.8

finance and accounting support

accounting clerk	35.9 - 41.4	39.2 - 45.2	42.2 - 48.7
accounts payable clerk	37.1 - 41.7	41.0 - 46.2	44.5 - 50.1
accounts receivable clerk	37.3 - 41.9	41.2 - 46.3	44.7 - 50.3
invoicing clerk	35.8 - 41.7	39.2 - 45.7	42.2 - 49.1
payroll administrator	42.7 - 50.9	46.3 - 55.3	49.8 - 59.5
payroll clerk	41.1 - 47.9	45.2 - 52.7	48.9 - 57.0

office and administrative support

administrative assistant	39.0 - 46.5	42.0 - 50.2	45.0 - 53.7
benefits clerk	37.1 - 43.2	40.7 - 47.4	44.1 - 51.3
buyer assistant	35.7 - 41.6	39.6 - 46.1	43.0 - 50.1
claims supervisor	56.8 - 68.7	61.2 - 74.0	65.5 - 79.2
contracts administrator	52.0 - 62.8	56.6 - 68.5	61.1 - 73.9
data entry clerk	30.5 - 35.1	33.3 - 38.3	35.7 - 41.1
document controller	32.0 - 36.9	35.0 - 40.3	37.5 - 43.2
executive assistant	51.4 - 62.9	57.2 - 70.0	62.6 - 76.6
export/import clerk	35.1 - 40.9	38.7 - 45.0	41.8 - 48.7
file clerk	32.3 - 37.2	36.5 - 42.0	39.7 - 45.7
human resources assistant	40.6 - 47.3	44.3 - 51.6	47.4 - 55.3
insurance claims clerk	33.6 - 38.7	36.6 - 42.2	39.4 - 45.4
legal assistant	45.0 - 54.3	51.4 - 62.0	57.2 - 69.1
mailroom clerk	31.7 - 36.1	34.5 - 39.2	36.7 - 41.8
office clerk	32.7 - 37.6	35.4 - 40.8	37.9 - 43.6
office manager	49.5 - 59.8	52.3 - 63.2	55.0 - 66.5
order clerk	32.8 - 37.8	35.9 - 41.3	38.6 - 44.5
order supervisor	49.6 - 58.5	55.3 - 65.3	60.5 - 71.5
project coordinator	43.5 - 51.8	46.9 - 56.0	50.3 - 60.0
receptionist	31.0 - 36.1	33.3 - 38.8	35.6 - 41.5
sales assistant	38.4 - 44.7	40.8 - 47.5	43.3 - 50.4
supply clerk	29.2 - 34.0	31.7 - 36.9	33.9 - 39.5

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

ontario

burlington

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	43.2 - 50.9	47.0 - 55.6	50.8 - 60.0
customer service representative	39.3 - 46.4	43.5 - 51.3	47.3 - 55.9
customer service supervisor	47.1 - 55.7	51.0 - 60.2	54.6 - 64.5
customer service trainer	41.7 - 49.8	45.4 - 54.3	49.0 - 58.6
help desk representative	45.4 - 54.8	49.6 - 59.8	53.4 - 64.5
inside sales representative	48.4 - 57.2	51.0 - 60.2	53.6 - 63.2
telemarketing agent	32.0 - 37.3	34.6 - 40.4	37.2 - 43.4
finance and accounting support			
accounting clerk	38.4 - 44.2	41.9 - 48.4	45.2 - 52.1
accounts payable clerk	39.7 - 44.7	43.9 - 49.4	47.6 - 53.7
accounts receivable clerk	39.9 - 44.9	44.1 - 49.6	47.9 - 53.9
invoicing clerk	38.2 - 44.6	41.9 - 48.9	45.1 - 52.6
payroll administrator	45.8 - 54.8	49.8 - 59.6	53.6 - 64.1
payroll clerk	44.0 - 51.3	48.4 - 56.5	52.4 - 61.2
office and administrative support			
administrative assistant	41.4 - 49.5	44.7 - 53.4	47.9 - 57.1
benefits clerk	39.6 - 46.1	43.4 - 50.7	47.0 - 54.9
buyer assistant	38.2 - 44.5	42.4 - 49.4	46.0 - 53.7
claims supervisor	59.8 - 72.4	64.4 - 78.0	69.0 - 83.5
contracts administrator	56.0 - 67.6	61.0 - 73.7	65.8 - 79.5
data entry clerk	32.1 - 37.0	35.1 - 40.4	37.7 - 43.4
document controller	34.1 - 39.3	37.3 - 43.0	40.0 - 46.1
executive assistant	54.7 - 66.8	60.8 - 74.3	66.5 - 81.3
export/import clerk	37.5 - 43.7	41.3 - 48.2	44.7 - 52.2
file clerk	34.4 - 39.6	38.8 - 44.8	42.3 - 48.8
human resources assistant	43.3 - 50.5	47.3 - 55.2	50.7 - 59.2
insurance claims clerk	35.4 - 40.8	38.6 - 44.5	41.7 - 48.0
legal assistant	47.5 - 57.4	54.3 - 65.6	60.5 - 73.2
mailroom clerk	33.4 - 38.1	36.4 - 41.4	38.8 - 44.1
office clerk	34.4 - 39.7	37.4 - 43.1	40.0 - 46.1
office manager	52.0 - 63.0	55.0 - 66.5	57.9 - 70.1
order clerk	34.9 - 40.3	38.2 - 44.1	41.2 - 47.5
order supervisor	52.2 - 61.6	58.2 - 68.8	63.7 - 75.3
project coordinator	44.8 - 53.6	48.4 - 58.0	51.9 - 62.1
receptionist	32.9 - 38.4	35.4 - 41.4	37.9 - 44.2
sales assistant	41.0 - 47.9	43.6 - 50.9	46.3 - 54.0
supply clerk	30.0 - 35.0	32.5 - 38.0	34.8 - 40.7

ontario

cambridge

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.7 - 46.8	43.3 - 51.1	46.7 - 55.2
customer service representative	36.2 - 42.7	40.0 - 47.2	43.5 - 51.4
customer service supervisor	43.5 - 51.4	47.1 - 55.7	50.5 - 59.7
customer service trainer	39.8 - 47.5	43.3 - 51.8	46.8 - 55.9
help desk representative	42.2 - 51.1	46.2 - 55.9	49.8 - 60.3
inside sales representative	44.8 - 52.9	47.2 - 55.8	49.6 - 58.6
telemarketing agent	29.4 - 34.3	31.8 - 37.0	34.1 - 39.8
finance and accounting support			
accounting clerk	35.3 - 40.7	38.6 - 44.5	41.6 - 47.9
accounts payable clerk	36.5 - 41.1	40.4 - 45.5	43.8 - 49.4
accounts receivable clerk	36.7 - 41.3	40.5 - 45.6	44.0 - 49.6
invoicing clerk	35.1 - 41.0	38.5 - 45.0	41.5 - 48.4
payroll administrator	42.2 - 50.5	45.9 - 54.9	49.4 - 59.2
payroll clerk	40.5 - 47.2	44.5 - 52.0	48.2 - 56.3
office and administrative support			
administrative assistant	38.5 - 46.1	41.6 - 49.7	44.5 - 53.3
benefits clerk	36.4 - 42.4	39.9 - 46.6	43.2 - 50.5
buyer assistant	35.1 - 40.9	39.0 - 45.4	42.3 - 49.4
claims supervisor	56.8 - 68.8	61.2 - 74.2	65.5 - 79.5
contracts administrator	51.7 - 62.6	56.3 - 68.3	60.9 - 73.8
data entry clerk	29.9 - 34.4	32.6 - 37.5	35.0 - 40.3
document controller	31.4 - 36.1	34.3 - 39.5	36.8 - 42.4
executive assistant	51.0 - 62.6	56.8 - 69.7	62.3 - 76.4
export/import clerk	34.5 - 40.2	38.0 - 44.3	41.1 - 48.0
file clerk	31.6 - 36.4	35.7 - 41.2	38.9 - 44.8
human resources assistant	39.8 - 46.5	43.4 - 50.7	46.6 - 54.4
insurance claims clerk	32.9 - 37.9	35.9 - 41.3	38.7 - 44.6
legal assistant	44.4 - 53.7	50.8 - 61.5	56.6 - 68.6
mailroom clerk	31.1 - 35.4	33.8 - 38.5	36.0 - 41.0
office clerk	32.0 - 36.9	34.7 - 40.0	37.1 - 42.8
office manager	49.4 - 59.8	52.2 - 63.2	55.0 - 66.6
order clerk	32.1 - 37.0	35.2 - 40.5	37.9 - 43.6
order supervisor	49.6 - 58.5	55.3 - 65.4	60.5 - 71.6
project coordinator	42.7 - 51.1	46.2 - 55.2	49.5 - 59.2
receptionist	30.3 - 35.3	32.6 - 38.0	34.9 - 40.6
sales assistant	37.7 - 44.0	40.1 - 46.8	42.6 - 49.7
supply clerk	29.2 - 33.4	31.1 - 36.2	33.3 - 38.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

collingwood

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	41.0 - 48.3	44.6 - 52.6	48.1 - 56.8
customer service representative	37.3 - 44.0	41.3 - 48.7	44.9 - 52.9
customer service supervisor	44.4 - 52.4	48.0 - 56.7	51.5 - 60.7
customer service trainer	40.6 - 48.4	44.2 - 52.7	47.6 - 56.8
help desk representative	43.4 - 52.4	47.4 - 57.2	51.1 - 61.7
inside sales representative	46.1 - 54.3	48.5 - 57.2	50.9 - 60.1
telemarketing agent	29.9 - 34.9	32.4 - 37.8	34.8 - 40.6

finance and accounting support

accounting clerk	36.1 - 41.6	39.4 - 45.4	42.4 - 48.9
accounts payable clerk	37.3 - 41.9	41.2 - 46.4	44.7 - 50.3
accounts receivable clerk	37.5 - 42.1	41.4 - 46.6	44.9 - 50.5
invoicing clerk	35.9 - 41.8	39.4 - 45.9	42.4 - 49.3
payroll administrator	42.9 - 51.2	46.6 - 55.6	50.1 - 59.8
payroll clerk	41.3 - 48.1	45.4 - 52.9	49.1 - 57.2

office and administrative support

administrative assistant	39.2 - 46.8	42.3 - 50.4	45.2 - 54.0
benefits clerk	37.6 - 43.8	41.2 - 48.0	44.6 - 52.0
buyer assistant	35.9 - 41.8	39.8 - 46.4	43.2 - 50.3
claims supervisor	57.5 - 69.5	61.9 - 74.8	66.2 - 80.1
contracts administrator	52.5 - 63.4	57.2 - 69.1	61.7 - 74.6
data entry clerk	30.7 - 35.4	33.5 - 38.7	36.0 - 41.5
document controller	32.3 - 37.3	35.4 - 40.8	38.0 - 43.7
executive assistant	51.7 - 63.3	57.5 - 70.4	63.0 - 77.2
export/import clerk	35.2 - 41.1	38.8 - 45.2	42.0 - 48.9
file clerk	32.6 - 37.6	36.9 - 42.5	40.1 - 46.2
human resources assistant	41.1 - 47.9	44.8 - 52.2	48.0 - 55.9
insurance claims clerk	33.9 - 39.0	37.0 - 42.6	39.8 - 45.9
legal assistant	45.2 - 54.6	51.6 - 62.4	57.5 - 69.5
mailroom clerk	32.0 - 36.4	34.8 - 39.6	37.1 - 42.2
office clerk	32.9 - 38.0	35.7 - 41.2	38.3 - 44.1
office manager	50.1 - 60.5	52.9 - 63.9	55.7 - 67.3
order clerk	33.1 - 38.2	36.3 - 41.8	39.1 - 45.0
order supervisor	50.2 - 59.2	55.9 - 66.0	61.2 - 72.3
project coordinator	43.4 - 51.8	46.9 - 55.9	50.2 - 59.9
receptionist	31.3 - 36.5	33.7 - 39.3	36.0 - 42.0
sales assistant	38.5 - 44.9	41.0 - 47.7	43.5 - 50.6
supply clerk	29.2 - 33.9	31.6 - 36.8	33.8 - 39.4

cornwall

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.5 - 46.7	43.1 - 51.0	46.6 - 55.1
customer service representative	36.0 - 42.5	39.8 - 47.1	43.3 - 51.2
customer service supervisor	42.7 - 50.5	46.2 - 54.7	49.6 - 58.7
customer service trainer	38.9 - 46.4	42.3 - 50.6	45.7 - 54.6
help desk representative	42.0 - 50.9	45.9 - 55.7	49.6 - 60.1
inside sales representative	44.5 - 52.6	46.9 - 55.5	49.3 - 58.3
telemarketing agent	29.8 - 34.7	32.2 - 37.6	34.6 - 40.3

finance and accounting support

accounting clerk	35.2 - 40.5	38.4 - 44.4	41.4 - 47.9
accounts payable clerk	36.3 - 40.9	40.2 - 45.4	43.7 - 49.3
accounts receivable clerk	36.5 - 41.1	40.4 - 45.5	43.9 - 49.5
invoicing clerk	35.0 - 40.8	38.4 - 44.9	41.4 - 48.3
payroll administrator	41.5 - 49.7	45.1 - 54.0	48.6 - 58.2
payroll clerk	40.3 - 47.1	44.4 - 51.9	48.1 - 56.3

office and administrative support

administrative assistant	38.0 - 45.5	41.0 - 49.1	44.0 - 52.6
benefits clerk	36.2 - 42.3	39.8 - 46.4	43.1 - 50.3
buyer assistant	35.0 - 40.8	38.8 - 45.3	42.2 - 49.3
claims supervisor	56.2 - 68.1	60.6 - 73.4	64.9 - 78.7
contracts administrator	51.2 - 62.0	55.9 - 67.7	60.3 - 73.1
data entry clerk	30.0 - 34.5	32.7 - 37.7	35.2 - 40.5
document controller	31.2 - 36.0	34.1 - 39.4	36.6 - 42.2
executive assistant	50.4 - 61.8	56.1 - 68.9	61.5 - 75.6
export/import clerk	34.3 - 40.1	37.9 - 44.2	41.0 - 47.9
file clerk	31.5 - 36.3	35.6 - 41.0	38.7 - 44.7
human resources assistant	39.7 - 46.3	43.3 - 50.6	46.4 - 54.3
insurance claims clerk	33.0 - 38.1	36.1 - 41.6	38.9 - 44.8
legal assistant	44.0 - 53.3	50.4 - 61.1	56.2 - 68.1
mailroom clerk	31.2 - 35.5	34.0 - 38.7	36.2 - 41.2
office clerk	32.1 - 37.0	34.9 - 40.2	37.3 - 43.0
office manager	48.9 - 59.2	51.6 - 62.6	54.4 - 65.9
order clerk	32.0 - 36.9	35.0 - 40.4	37.7 - 43.5
order supervisor	49.0 - 57.9	54.7 - 64.7	59.9 - 70.9
project coordinator	42.2 - 50.5	45.6 - 54.6	48.9 - 58.6
receptionist	30.2 - 35.2	32.5 - 37.9	34.7 - 40.5
sales assistant	37.6 - 43.9	40.0 - 46.7	42.4 - 49.6
supply clerk	29.2 - 32.9	30.6 - 35.7	32.8 - 38.2

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

ontario

etobicoke

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.6 - 50.5	46.5 - 55.2	50.4 - 59.7
customer service manager (bilingual)	58.0 - 65.3	65.0 - 75.7	75.0 - 85.0
customer service representative	38.7 - 45.9	42.9 - 50.9	46.8 - 55.5
customer service representative (bilingual)	42.0 - 45.0	44.9 - 49.6	49.3 - 55.0
customer service supervisor	46.2 - 54.7	50.0 - 59.2	53.7 - 63.5
customer service supervisor (bilingual)	53.3 - 60.9	56.2 - 65.4	59.8 - 69.8
customer service trainer	41.9 - 50.2	45.7 - 54.8	49.4 - 59.1
help desk representative	44.8 - 54.3	49.0 - 59.4	52.9 - 64.1
inside sales representative	48.0 - 56.9	50.6 - 60.0	53.2 - 63.1
telemarketing agent	31.5 - 36.9	34.1 - 40.0	36.7 - 43.0

finance and accounting support

accounting clerk	37.8 - 43.7	41.4 - 47.9	44.7 - 51.8
accounts payable clerk	39.1 - 44.2	43.4 - 49.1	47.2 - 53.3
accounts receivable clerk	39.3 - 44.4	43.6 - 49.2	47.5 - 53.6
invoicing clerk	37.6 - 44.1	41.4 - 48.5	44.6 - 52.3
payroll administrator	45.3 - 54.3	49.3 - 59.1	53.2 - 63.7
payroll clerk	43.5 - 51.0	48.0 - 56.2	52.0 - 60.9

office and administrative support

administrative assistant	41.0 - 49.2	44.3 - 53.2	47.6 - 57.0
benefits clerk	38.9 - 45.6	42.9 - 50.2	46.5 - 54.5
buyer assistant	37.6 - 44.0	41.8 - 49.0	45.6 - 53.4
claims supervisor	59.7 - 72.4	64.3 - 78.1	68.9 - 83.7
contracts administrator	55.8 - 67.6	60.9 - 73.9	65.8 - 79.8
data entry clerk	31.5 - 36.5	34.5 - 40.0	37.2 - 43.1
document controller	33.4 - 38.7	36.6 - 42.4	39.4 - 45.6
executive assistant	54.6 - 67.0	60.8 - 74.7	66.7 - 81.9
export/import clerk	36.9 - 43.2	40.8 - 47.8	44.2 - 51.8
file clerk	33.7 - 39.0	38.2 - 44.2	41.7 - 48.3
human resources assistant	42.8 - 50.1	46.8 - 54.8	50.2 - 58.8
insurance claims clerk	34.9 - 40.4	38.2 - 44.2	41.2 - 47.7
legal assistant	47.6 - 57.8	54.6 - 66.2	60.9 - 73.9
mailroom clerk	32.9 - 37.6	35.9 - 41.0	38.3 - 43.8
office clerk	33.9 - 39.2	36.9 - 42.7	39.6 - 45.8
office manager	51.8 - 62.8	54.8 - 66.5	57.8 - 70.1
order clerk	34.3 - 39.6	37.6 - 43.5	40.6 - 47.0
order supervisor	52.0 - 61.5	58.0 - 68.7	63.6 - 75.4
project coordinator	44.5 - 53.4	48.2 - 57.8	51.7 - 62.0
receptionist	34.3 - 38.4	38.3 - 42.8	40.1 - 45.7
sales assistant	40.5 - 47.4	43.1 - 50.5	45.9 - 53.7
supply clerk	29.5 - 34.5	32.1 - 37.6	34.4 - 40.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

ontario

fergus

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.1 - 47.3	43.7 - 51.6	47.1 - 55.7
customer service representative	36.6 - 43.1	40.4 - 47.7	43.9 - 51.9
customer service supervisor	44.1 - 52.0	47.6 - 56.3	51.1 - 60.3
customer service trainer	40.0 - 47.7	43.5 - 52.0	47.0 - 56.2
help desk representative	43.1 - 52.0	47.0 - 56.9	50.7 - 61.3
inside sales representative	45.5 - 53.7	47.9 - 56.6	50.3 - 59.5
telemarketing agent	30.0 - 35.0	32.4 - 37.8	34.8 - 40.6

finance and accounting support

accounting clerk	35.4 - 40.8	38.7 - 44.6	41.7 - 48.1
accounts payable clerk	36.6 - 41.2	40.5 - 45.6	43.9 - 49.5
accounts receivable clerk	36.8 - 41.4	40.7 - 45.8	44.2 - 49.8
invoicing clerk	35.3 - 41.1	38.7 - 45.1	41.6 - 48.6
payroll administrator	42.7 - 51.0	46.4 - 55.5	49.9 - 59.8
payroll clerk	40.6 - 47.4	44.7 - 52.1	48.3 - 56.5

office and administrative support

administrative assistant	39.0 - 46.5	42.0 - 50.2	45.0 - 53.7
benefits clerk	36.8 - 42.8	40.3 - 47.0	43.6 - 51.0
buyer assistant	35.3 - 41.1	39.1 - 45.6	42.5 - 49.6
claims supervisor	57.0 - 69.0	61.4 - 74.3	65.7 - 79.6
contracts administrator	51.9 - 62.8	56.6 - 68.5	61.1 - 74.0
data entry clerk	30.1 - 34.6	32.8 - 37.8	35.2 - 40.6
document controller	31.7 - 36.5	34.7 - 39.9	37.2 - 42.8
executive assistant	51.5 - 63.0	57.3 - 70.2	62.7 - 76.9
export/import clerk	34.6 - 40.3	38.2 - 44.5	41.2 - 48.1
file clerk	32.0 - 36.8	36.1 - 41.6	39.3 - 45.3
human resources assistant	40.2 - 46.9	43.9 - 51.2	47.0 - 54.9
insurance claims clerk	33.1 - 38.1	36.1 - 41.6	38.9 - 44.8
legal assistant	44.6 - 54.0	51.1 - 61.8	56.9 - 69.0
mailroom clerk	31.3 - 35.6	34.0 - 38.7	36.2 - 41.2
office clerk	32.2 - 37.1	34.9 - 40.2	37.4 - 43.1
office manager	49.6 - 60.0	52.4 - 63.4	55.2 - 66.8
order clerk	32.5 - 37.4	35.5 - 40.9	38.3 - 44.1
order supervisor	49.7 - 58.7	55.4 - 65.5	60.7 - 71.8
project coordinator	43.0 - 51.4	46.5 - 55.6	49.8 - 59.6
receptionist	30.7 - 35.7	33.0 - 38.4	35.2 - 41.1
sales assistant	37.9 - 44.1	40.3 - 47.0	42.7 - 49.9
supply clerk	29.2 - 33.7	31.4 - 36.6	33.6 - 39.1

guelph

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	41.2 - 48.5	44.9 - 52.8	48.3 - 56.9
customer service representative	40.0 - 43.1	43.0 - 48.9	45.1 - 53.1
customer service supervisor	45.3 - 53.2	48.9 - 57.5	52.3 - 61.5
customer service trainer	41.2 - 48.9	44.7 - 53.2	48.2 - 57.4
help desk representative	44.2 - 53.2	48.2 - 58.1	51.9 - 62.5
inside sales representative	46.7 - 54.9	49.1 - 57.8	51.5 - 60.7
telemarketing agent	33.0 - 36.1	35.0 - 38.9	37.0 - 41.8

finance and accounting support

accounting clerk	38.0 - 42.0	39.9 - 45.8	42.9 - 49.3
accounts payable clerk	38.0 - 42.4	41.7 - 46.8	45.1 - 50.7
accounts receivable clerk	38.0 - 42.6	41.8 - 47.0	45.3 - 51.0
invoicing clerk	37.0 - 42.3	39.8 - 46.3	42.8 - 49.8
payroll administrator	43.8 - 52.2	47.6 - 56.7	51.1 - 61.0
payroll clerk	41.8 - 48.6	45.8 - 53.3	49.5 - 57.7

office and administrative support

administrative assistant	40.1 - 47.7	43.2 - 51.4	46.2 - 55.0
benefits clerk	38.0 - 44.0	41.5 - 48.2	44.8 - 52.2
buyer assistant	38.0 - 42.3	40.2 - 46.8	43.6 - 50.7
claims supervisor	58.2 - 70.1	62.5 - 75.4	66.9 - 80.7
contracts administrator	53.1 - 64.0	57.8 - 69.7	62.3 - 75.1
data entry clerk	34.0 - 38.0	36.0 - 40.0	38.0 - 42.0
document controller	34.0 - 37.6	35.8 - 41.1	38.3 - 44.0
executive assistant	52.7 - 64.2	58.5 - 71.3	63.9 - 78.0
export/import clerk	35.7 - 41.5	39.3 - 45.7	42.4 - 49.3
file clerk	34.0 - 38.0	37.2 - 42.7	40.4 - 46.4
human resources assistant	41.4 - 48.1	45.1 - 52.4	48.2 - 56.1
insurance claims clerk	38.0 - 41.0	39.0 - 43.0	42.0 - 46.0
legal assistant	45.8 - 55.2	52.3 - 63.0	58.1 - 70.1
mailroom clerk	33.0 - 36.7	35.1 - 39.9	37.4 - 42.4
office clerk	33.3 - 38.2	36.0 - 41.4	38.5 - 44.2
office manager	50.8 - 61.1	53.6 - 64.6	56.4 - 67.9
order clerk	33.6 - 38.5	36.7 - 42.1	39.4 - 45.3
order supervisor	50.9 - 59.9	56.6 - 66.7	61.9 - 72.9
project coordinator	44.2 - 52.6	47.7 - 56.8	51.0 - 60.8
receptionist	34.0 - 37.0	36.0 - 39.6	38.0 - 42.2
sales assistant	39.0 - 45.3	41.4 - 48.2	43.9 - 51.1
supply clerk	33.0 - 36.0	35.0 - 38.0	36.0 - 40.3

hamilton

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.6 - 48.0	44.3 - 52.3	47.8 - 56.5
customer service representative	37.0 - 43.7	40.9 - 48.3	44.5 - 52.6
customer service supervisor	44.2 - 52.3	47.8 - 56.5	51.3 - 60.7
customer service trainer	40.7 - 48.7	44.4 - 53.0	47.9 - 57.3
help desk representative	43.0 - 52.0	46.9 - 56.8	50.6 - 61.3
inside sales representative	46.4 - 54.7	48.8 - 57.7	51.3 - 60.6
telemarketing agent	30.4 - 35.5	32.9 - 38.4	35.3 - 41.2

finance and accounting support

accounting clerk	36.2 - 41.8	39.6 - 45.7	42.7 - 49.2
accounts payable clerk	37.4 - 42.1	41.4 - 46.7	45.0 - 50.7
accounts receivable clerk	37.6 - 42.4	41.6 - 46.9	45.2 - 50.9
invoicing clerk	36.1 - 42.1	39.5 - 46.2	42.6 - 49.7
payroll administrator	43.1 - 51.5	46.8 - 56.0	50.4 - 60.3
payroll clerk	41.5 - 48.5	45.7 - 53.4	49.5 - 57.8

office and administrative support

administrative assistant	39.1 - 46.8	42.2 - 50.5	45.2 - 54.1
benefits clerk	37.3 - 43.4	40.9 - 47.7	44.3 - 51.7
buyer assistant	36.0 - 42.0	40.0 - 46.7	43.4 - 50.7
claims supervisor	57.9 - 70.1	62.4 - 75.6	66.8 - 81.0
contracts administrator	52.9 - 64.0	57.6 - 69.8	62.3 - 75.4
data entry clerk	30.5 - 35.2	33.4 - 38.5	35.8 - 41.3
document controller	32.1 - 37.0	35.1 - 40.5	37.6 - 43.4
executive assistant	51.8 - 63.4	57.7 - 70.7	63.2 - 77.4
export/import clerk	35.4 - 41.3	39.0 - 45.5	42.2 - 49.3
file clerk	32.4 - 37.3	36.6 - 42.2	39.8 - 45.9
human resources assistant	40.8 - 47.6	44.5 - 52.0	47.7 - 55.7
insurance claims clerk	33.7 - 38.8	36.8 - 42.4	39.6 - 45.7
legal assistant	45.4 - 55.0	52.0 - 62.9	58.0 - 70.2
mailroom clerk	31.8 - 36.2	34.6 - 39.4	36.9 - 42.0
office clerk	32.8 - 37.8	35.5 - 41.0	38.1 - 43.9
office manager	50.4 - 60.9	53.2 - 64.4	56.1 - 67.9
order clerk	32.9 - 37.9	36.0 - 41.5	38.8 - 44.7
order supervisor	50.5 - 59.7	56.3 - 66.6	61.7 - 73.0
project coordinator	43.6 - 52.2	47.2 - 56.4	50.6 - 60.5
receptionist	31.0 - 36.2	33.4 - 38.9	35.7 - 41.6
sales assistant	38.7 - 45.2	41.2 - 48.1	43.7 - 51.0
supply clerk	29.2 - 34.1	31.7 - 37.0	33.9 - 39.6

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

ontario

kingston

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.7 - 47.0	43.4 - 51.3	46.8 - 55.4
customer service representative	36.2 - 42.8	40.1 - 47.3	43.6 - 51.5
customer service supervisor	43.5 - 51.4	47.0 - 55.6	50.4 - 59.7
customer service trainer	40.2 - 48.0	43.8 - 52.3	47.2 - 56.5
help desk representative	42.4 - 51.3	46.3 - 56.1	50.0 - 60.6
inside sales representative	45.1 - 53.3	47.5 - 56.1	49.9 - 59.0
telemarketing agent	29.9 - 34.9	32.4 - 37.8	34.8 - 40.6

finance and accounting support

accounting clerk	35.5 - 40.9	38.8 - 44.7	41.8 - 48.2
accounts payable clerk	36.7 - 41.3	40.6 - 45.7	44.1 - 49.7
accounts receivable clerk	36.8 - 41.5	40.8 - 45.9	44.3 - 49.9
invoicing clerk	35.3 - 41.2	38.7 - 45.2	41.7 - 48.7
payroll administrator	42.3 - 50.6	46.0 - 55.1	49.6 - 59.3
payroll clerk	40.7 - 47.5	44.8 - 52.3	48.5 - 56.6

office and administrative support

administrative assistant	38.9 - 46.6	42.0 - 50.3	45.0 - 53.8
benefits clerk	36.4 - 42.5	40.0 - 46.7	43.3 - 50.6
buyer assistant	35.3 - 41.2	39.2 - 45.7	42.6 - 49.7
claims supervisor	56.5 - 68.4	60.9 - 73.8	65.2 - 79.1
contracts administrator	52.0 - 63.0	56.7 - 68.7	61.2 - 74.2
data entry clerk	30.1 - 34.7	32.9 - 38.0	35.4 - 40.8
document controller	31.4 - 36.2	34.3 - 39.6	36.8 - 42.5
executive assistant	51.5 - 63.2	57.4 - 70.4	62.9 - 77.1
export/import clerk	34.6 - 40.4	38.2 - 44.6	41.3 - 48.3
file clerk	31.7 - 36.5	35.8 - 41.2	38.9 - 44.9
human resources assistant	39.9 - 46.6	43.5 - 50.9	46.7 - 54.6
insurance claims clerk	33.2 - 38.3	36.3 - 41.9	39.1 - 45.2
legal assistant	44.6 - 54.0	51.1 - 61.9	57.0 - 69.0
mailroom clerk	31.4 - 35.7	34.1 - 38.9	36.4 - 41.5
office clerk	32.3 - 37.3	35.1 - 40.5	37.6 - 43.4
office manager	49.1 - 59.5	51.9 - 62.9	54.7 - 66.3
order clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
order supervisor	49.2 - 58.2	54.9 - 65.0	60.2 - 71.3
project coordinator	42.3 - 50.6	45.8 - 54.8	49.1 - 58.8
receptionist	30.3 - 35.4	32.6 - 38.1	34.9 - 40.7
sales assistant	37.9 - 44.3	40.3 - 47.1	42.8 - 50.0
supply clerk	29.2 - 33.1	30.8 - 35.9	32.9 - 38.4

ontario

kitchener-waterloo

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.0 - 47.2	43.6 - 51.4	47.0 - 55.5
customer service representative	36.6 - 43.0	40.3 - 47.5	43.8 - 51.7
customer service supervisor	43.9 - 51.8	47.4 - 56.0	50.8 - 60.0
customer service trainer	40.2 - 47.9	43.7 - 52.1	47.1 - 56.2
help desk representative	42.6 - 51.4	46.5 - 56.2	50.1 - 60.6
inside sales representative	45.1 - 53.3	47.5 - 56.1	49.9 - 58.9
telemarketing agent	32.0 - 34.6	32.1 - 37.4	34.5 - 40.2

finance and accounting support

accounting clerk	36.0 - 41.1	38.9 - 44.8	41.9 - 48.3
accounts payable clerk	36.9 - 41.4	40.7 - 45.8	44.2 - 49.7
accounts receivable clerk	37.0 - 41.6	40.9 - 46.0	44.4 - 49.9
invoicing clerk	35.5 - 41.3	38.9 - 45.3	41.9 - 48.8
payroll administrator	42.6 - 50.8	46.2 - 55.2	49.7 - 59.4
payroll clerk	40.8 - 47.6	44.9 - 52.3	48.5 - 56.6

office and administrative support

administrative assistant	38.9 - 46.4	41.9 - 50.1	44.9 - 53.6
benefits clerk	36.8 - 42.8	40.3 - 46.9	43.6 - 50.8
buyer assistant	35.5 - 41.3	39.3 - 45.8	42.7 - 49.7
claims supervisor	57.1 - 69.0	61.5 - 74.4	65.8 - 79.7
contracts administrator	52.0 - 62.8	56.6 - 68.5	61.1 - 74.0
data entry clerk	30.2 - 34.7	33.0 - 37.9	35.4 - 40.7
document controller	31.7 - 36.5	34.7 - 39.9	37.1 - 42.7
executive assistant	51.4 - 62.8	57.2 - 69.9	62.6 - 76.6
export/import clerk	34.8 - 40.6	38.4 - 44.7	41.5 - 48.3
file clerk	33.0 - 36.8	36.1 - 41.5	39.3 - 45.2
human resources assistant	40.2 - 46.8	43.8 - 51.0	46.9 - 54.7
insurance claims clerk	33.3 - 38.3	36.3 - 41.7	39.0 - 44.9
legal assistant	44.7 - 54.0	51.1 - 61.8	56.9 - 68.9
mailroom clerk	31.4 - 35.7	34.2 - 38.8	36.4 - 41.4
office clerk	32.4 - 37.2	35.1 - 40.3	37.5 - 43.2
office manager	49.8 - 60.1	52.6 - 63.5	55.3 - 66.9
order clerk	35.0 - 38.0	35.5 - 40.9	38.2 - 44.0
order supervisor	49.9 - 58.8	55.6 - 65.6	60.8 - 71.9
project coordinator	43.1 - 51.4	46.5 - 55.5	49.8 - 59.5
receptionist	33.0 - 36.0	35.0 - 38.4	37.0 - 41.0
sales assistant	38.1 - 44.4	40.5 - 47.2	42.9 - 50.0
supply clerk	33.0 - 36.0	35.0 - 38.0	37.0 - 40.0

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

london

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.9 - 47.2	43.5 - 51.5	47.0 - 55.6
customer service representative	36.4 - 43.0	40.2 - 47.5	43.8 - 51.7
customer service supervisor	43.7 - 51.7	47.3 - 55.9	50.7 - 60.0
customer service trainer	39.9 - 47.7	43.4 - 51.9	46.9 - 56.1
help desk representative	42.4 - 51.3	46.3 - 56.0	49.9 - 60.4
inside sales representative	45.1 - 53.3	47.5 - 56.2	49.9 - 59.0
telemarketing agent	32.0 - 35.5	34.0 - 38.4	35.4 - 41.2

finance and accounting support

accounting clerk	35.6 - 41.1	38.9 - 44.9	42.0 - 48.4
accounts payable clerk	36.8 - 41.5	40.7 - 45.9	44.2 - 49.8
accounts receivable clerk	37.0 - 41.7	40.9 - 46.1	44.4 - 50.1
invoicing clerk	35.4 - 41.4	38.9 - 45.4	41.9 - 48.9
payroll administrator	42.4 - 50.7	46.1 - 55.1	49.6 - 59.3
payroll clerk	40.8 - 47.7	44.9 - 52.5	48.7 - 56.8

office and administrative support

administrative assistant	39.1 - 46.7	42.1 - 50.4	45.1 - 53.9
benefits clerk	36.6 - 42.7	40.2 - 46.9	43.5 - 50.8
buyer assistant	35.4 - 41.3	39.3 - 45.9	42.7 - 49.9
claims supervisor	56.7 - 68.7	61.1 - 74.0	65.4 - 79.3
contracts administrator	52.2 - 63.2	56.9 - 68.9	61.5 - 74.5
data entry clerk	29.9 - 34.5	32.7 - 37.7	35.2 - 40.6
document controller	31.5 - 36.3	34.5 - 39.8	37.0 - 42.7
executive assistant	51.7 - 63.2	57.5 - 70.4	63.0 - 77.1
export/import clerk	34.7 - 40.6	38.3 - 44.8	41.5 - 48.4
file clerk	31.8 - 36.6	35.9 - 41.4	39.1 - 45.1
human resources assistant	40.1 - 46.8	43.7 - 51.1	46.9 - 54.8
insurance claims clerk	33.0 - 38.1	36.1 - 41.6	38.9 - 44.9
legal assistant	44.7 - 54.1	51.2 - 61.9	57.0 - 69.1
mailroom clerk	31.1 - 35.5	33.9 - 38.7	36.2 - 41.2
office clerk	32.1 - 37.1	34.9 - 40.2	37.3 - 43.1
office manager	49.3 - 59.7	52.1 - 63.1	54.9 - 66.5
order clerk	32.3 - 37.2	35.3 - 40.8	38.1 - 43.9
order supervisor	49.4 - 58.4	55.1 - 65.2	60.4 - 71.5
project coordinator	42.6 - 50.9	46.0 - 55.0	49.3 - 59.0
receptionist	30.4 - 35.5	32.8 - 38.3	35.0 - 40.9
sales assistant	38.0 - 44.4	40.5 - 47.3	43.0 - 50.2
supply clerk	29.2 - 33.2	30.9 - 36.0	33.0 - 38.6

markham

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.2 - 49.9	46.0 - 54.4	49.7 - 58.7
customer service representative	38.5 - 45.4	42.5 - 50.3	46.3 - 54.7
customer service supervisor	45.8 - 54.2	49.6 - 58.7	53.2 - 62.9
customer service trainer	42.3 - 50.7	46.2 - 55.2	49.8 - 59.6
help desk representative	44.4 - 53.8	48.6 - 58.8	52.4 - 63.4
inside sales representative	47.6 - 56.3	50.2 - 59.3	52.7 - 62.3
telemarketing agent	31.4 - 36.7	34.0 - 39.7	36.6 - 42.7

finance and accounting support

accounting clerk	37.3 - 43.1	40.8 - 47.1	44.0 - 50.8
accounts payable clerk	38.6 - 43.5	42.7 - 48.1	46.4 - 52.3
accounts receivable clerk	38.8 - 43.7	42.9 - 48.3	46.6 - 52.5
invoicing clerk	37.1 - 43.4	40.8 - 47.6	43.9 - 51.3
payroll administrator	44.4 - 53.1	48.3 - 57.7	52.0 - 62.2
payroll clerk	42.8 - 50.0	47.1 - 55.0	51.0 - 59.6

office and administrative support

administrative assistant	40.3 - 48.2	43.5 - 52.0	46.6 - 55.7
benefits clerk	38.7 - 45.2	42.5 - 49.6	46.0 - 53.7
buyer assistant	37.1 - 43.3	41.2 - 48.1	44.8 - 52.3
claims supervisor	59.6 - 72.2	64.2 - 77.8	68.8 - 83.4
contracts administrator	54.7 - 66.3	59.7 - 72.3	64.4 - 78.1
data entry clerk	31.2 - 36.0	34.1 - 39.4	36.7 - 42.3
document controller	33.3 - 38.4	36.4 - 42.1	39.1 - 45.1
executive assistant	53.3 - 65.3	59.4 - 72.8	65.0 - 79.7
export/import clerk	36.4 - 42.5	40.2 - 46.9	43.5 - 50.8
file clerk	33.6 - 38.7	38.0 - 43.8	41.4 - 47.7
human resources assistant	42.4 - 49.5	46.3 - 54.0	49.6 - 57.9
insurance claims clerk	34.5 - 39.8	37.6 - 43.4	40.6 - 46.8
legal assistant	46.5 - 56.3	53.2 - 64.5	59.3 - 71.9
mailroom clerk	32.5 - 37.1	35.4 - 40.4	37.8 - 43.0
office clerk	33.5 - 38.7	36.4 - 42.0	39.0 - 45.0
office manager	51.9 - 62.8	54.8 - 66.4	57.7 - 69.9
order clerk	34.1 - 39.4	37.4 - 43.1	40.3 - 46.5
order supervisor	52.0 - 61.5	58.0 - 68.6	63.5 - 75.2
project coordinator	44.3 - 53.0	47.9 - 57.4	51.4 - 61.5
receptionist	32.1 - 37.6	34.6 - 40.4	37.0 - 43.3
sales assistant	39.9 - 46.6	42.5 - 49.6	45.1 - 52.6
supply clerk	29.6 - 34.6	32.1 - 37.5	34.4 - 40.2

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

milton

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.8 - 50.5	46.7 - 55.2	50.4 - 59.6
customer service representative	39.0 - 46.1	43.2 - 50.9	46.9 - 55.4
customer service supervisor	46.8 - 55.2	50.6 - 59.7	54.2 - 64.1
customer service trainer	41.3 - 49.4	45.0 - 53.9	48.6 - 58.2
help desk representative	45.0 - 54.4	49.2 - 59.4	53.0 - 64.0
inside sales representative	48.1 - 56.7	50.6 - 59.7	53.2 - 62.7
telemarketing agent	31.7 - 37.0	34.3 - 40.1	36.9 - 43.0

finance and accounting support

accounting clerk	38.1 - 43.9	41.6 - 48.0	44.8 - 51.7
accounts payable clerk	39.4 - 44.3	43.6 - 49.1	47.3 - 53.3
accounts receivable clerk	39.6 - 44.5	43.7 - 49.3	47.5 - 53.5
invoicing clerk	37.9 - 44.2	41.6 - 48.5	44.8 - 52.2
payroll administrator	45.5 - 54.4	49.5 - 59.1	53.2 - 63.6
payroll clerk	43.7 - 51.0	48.0 - 56.1	52.0 - 60.7

office and administrative support

administrative assistant	41.1 - 49.1	44.3 - 53.0	47.5 - 56.7
benefits clerk	39.3 - 45.8	43.1 - 50.3	46.7 - 54.5
buyer assistant	37.9 - 44.2	42.0 - 49.0	45.7 - 53.3
claims supervisor	59.4 - 71.9	63.9 - 77.4	68.5 - 82.9
contracts administrator	55.5 - 67.1	60.5 - 73.1	65.3 - 78.9
data entry clerk	31.9 - 36.7	34.8 - 40.1	37.4 - 43.1
document controller	33.8 - 39.0	37.0 - 42.7	39.7 - 45.7
executive assistant	54.3 - 66.4	60.4 - 73.8	66.1 - 80.8
export/import clerk	37.2 - 43.4	41.0 - 47.8	44.4 - 51.8
file clerk	34.1 - 39.3	38.5 - 44.4	42.0 - 48.4
human resources assistant	43.0 - 50.2	46.9 - 54.8	50.3 - 58.7
insurance claims clerk	35.1 - 40.5	38.4 - 44.2	41.3 - 47.6
legal assistant	47.2 - 57.0	53.9 - 65.2	60.0 - 72.6
mailroom clerk	33.2 - 37.8	36.1 - 41.1	38.5 - 43.8
office clerk	34.2 - 39.4	37.1 - 42.7	39.7 - 45.7
office manager	51.6 - 62.5	54.6 - 66.1	57.5 - 69.6
order clerk	34.6 - 39.9	37.9 - 43.7	40.9 - 47.1
order supervisor	51.8 - 61.2	57.8 - 68.3	63.3 - 74.8
project coordinator	44.5 - 53.2	48.1 - 57.5	51.6 - 61.7
receptionist	32.7 - 38.1	35.2 - 41.0	37.6 - 43.9
sales assistant	40.7 - 47.5	43.3 - 50.5	46.0 - 53.6
supply clerk	29.7 - 34.7	32.3 - 37.7	34.6 - 40.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

mississauga

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	41.1 - 48.6	44.9 - 53.0	48.5 - 57.3
customer service manager (bilingual)	58.0 - 65.8	65.0 - 76.1	75.0 - 85.0
customer service representative	37.5 - 44.3	41.5 - 49.0	45.1 - 53.3
customer service representative (bilingual)	42.0 - 44.8	43.9 - 51.3	50.0 - 55.0
customer service supervisor	45.2 - 53.4	48.9 - 57.8	52.4 - 61.9
customer service supervisor (bilingual)	50.0 - 53.6	53.0 - 60.1	60.0 - 72.0
customer service trainer	41.5 - 49.6	45.2 - 54.0	48.8 - 58.2
help desk representative	43.5 - 52.7	47.6 - 57.6	51.3 - 62.1
inside sales representative	46.1 - 54.5	48.6 - 57.4	51.0 - 60.4
telemarketing agent	30.2 - 35.2	32.7 - 38.1	35.1 - 41.0

logistics and transportation support

billing clerk	35.0 - 40.0	39.9 - 46.2	46.1 - 52.2
dispatcher	43.6 - 47.2	46.5 - 54.3	54.0 - 67.8
import/export coordinator	41.9 - 49.1	46.2 - 54.0	50.1 - 58.5
logistics coordinator	40.0 - 43.8	42.0 - 47.4	45.7 - 54.6
shipping administrator	37.8 - 42.6	41.9 - 47.2	45.5 - 51.3
supply chain coordinator	43.4 - 51.9	47.2 - 56.4	50.8 - 60.8

office and administrative support

administrative assistant	39.9 - 47.8	43.1 - 51.5	46.2 - 55.2
administrative assistant (bilingual)	43.0 - 45.2	45.0 - 49.6	49.1 - 55.0
benefits clerk	37.7 - 44.0	41.4 - 48.3	44.8 - 52.4
buyer assistant	36.3 - 42.5	40.4 - 47.2	43.9 - 51.3
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	53.5 - 64.8	58.3 - 70.7	63.0 - 76.5
data entry clerk	30.7 - 35.5	33.6 - 38.8	36.1 - 41.7
document controller	32.4 - 37.4	35.5 - 41.0	38.1 - 44.0
executive assistant	52.9 - 64.7	58.8 - 72.1	64.4 - 78.9
executive assistant (bilingual)	50.0 - 55.7	55.4 - 66.9	66.0 - 85.0
file clerk	32.7 - 37.7	37.0 - 42.7	40.3 - 46.5
human resources assistant	41.3 - 48.2	45.1 - 52.6	48.3 - 56.5
insurance claims clerk	35.0 - 37.5	37.2 - 42.7	40.0 - 46.1
legal assistant	45.8 - 55.5	52.4 - 63.6	58.5 - 70.9
mailroom clerk	33.5 - 35.2	35.0 - 38.0	37.5 - 42.4
office clerk	33.0 - 38.1	35.8 - 41.3	38.4 - 44.2
office manager	50.6 - 61.3	53.5 - 64.9	56.4 - 68.4
order clerk	33.2 - 38.4	36.4 - 42.0	39.2 - 45.3
order supervisor	50.8 - 60.1	56.7 - 67.0	62.1 - 73.5
project coordinator	43.9 - 52.5	47.5 - 56.8	50.9 - 60.9
purchasing clerk	40.6 - 44.0	43.4 - 48.0	46.3 - 52.8
receptionist	35.0 - 37.6	37.5 - 41.8	40.1 - 45.0
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 48.5
sales assistant	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7
supply clerk	29.3 - 34.2	31.8 - 37.2	34.1 - 39.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

nepean-kanata

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.2 - 49.8	46.0 - 54.3	49.6 - 58.6
customer service representative	38.4 - 45.4	42.5 - 50.2	46.2 - 54.6
customer service supervisor	46.4 - 54.7	50.1 - 59.2	53.7 - 63.5
customer service trainer	41.2 - 49.2	44.9 - 53.7	48.5 - 57.9
help desk representative	45.0 - 54.4	49.2 - 59.4	53.0 - 64.1
inside sales representative	47.4 - 56.1	50.0 - 59.0	52.5 - 62.0
telemarketing agent	31.6 - 36.8	34.2 - 39.9	36.7 - 42.8

finance and accounting support

accounting clerk	37.7 - 43.5	41.2 - 47.5	44.4 - 51.2
accounts payable clerk	39.0 - 43.9	43.1 - 48.6	46.8 - 52.7
accounts receivable clerk	39.2 - 44.1	43.3 - 48.8	47.0 - 53.0
invoicing clerk	37.5 - 43.8	41.2 - 48.0	44.3 - 51.7
payroll administrator	44.4 - 53.1	48.3 - 57.7	52.0 - 62.1
payroll clerk	43.2 - 50.5	47.6 - 55.5	51.5 - 60.1

office and administrative support

administrative assistant	40.9 - 48.8	44.1 - 52.7	47.2 - 56.4
benefits clerk	38.7 - 45.1	42.5 - 49.5	46.0 - 53.6
buyer assistant	37.5 - 43.8	41.6 - 48.6	45.2 - 52.8
claims supervisor	59.7 - 72.2	64.3 - 77.8	68.8 - 83.3
contracts administrator	55.2 - 66.8	60.2 - 72.8	65.0 - 78.6
data entry clerk	31.8 - 36.7	34.8 - 40.1	37.3 - 43.1
document controller	33.3 - 38.4	36.4 - 42.0	39.1 - 45.1
executive assistant	54.0 - 66.1	60.2 - 73.6	65.9 - 80.6
export/import clerk	36.8 - 42.9	40.6 - 47.4	43.9 - 51.3
file clerk	33.6 - 38.7	38.0 - 43.8	41.3 - 47.7
human resources assistant	42.3 - 49.4	46.2 - 53.9	49.5 - 57.8
insurance claims clerk	35.1 - 40.5	38.3 - 44.2	41.3 - 47.6
legal assistant	46.8 - 56.6	53.6 - 64.8	59.7 - 72.2
mailroom clerk	33.1 - 37.7	36.1 - 41.1	38.4 - 43.8
office clerk	34.1 - 39.4	37.0 - 42.7	39.7 - 45.7
office manager	52.0 - 62.9	54.9 - 66.4	57.8 - 70.0
order clerk	34.1 - 39.3	37.4 - 43.1	40.3 - 46.4
order supervisor	52.1 - 61.5	58.1 - 68.6	63.6 - 75.2
project coordinator	44.6 - 53.2	48.1 - 57.6	51.6 - 61.7
receptionist	32.2 - 37.5	34.6 - 40.4	37.0 - 43.2
sales assistant	40.3 - 47.0	42.9 - 50.0	45.5 - 53.1
supply clerk	29.8 - 34.8	32.4 - 37.8	34.7 - 40.4

niagara falls

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.6 - 46.7	43.2 - 51.0	46.6 - 55.1
customer service representative	36.1 - 42.6	39.9 - 47.1	43.4 - 51.3
customer service supervisor	43.0 - 50.8	46.5 - 55.0	49.9 - 59.0
customer service trainer	39.6 - 47.3	43.1 - 51.5	46.5 - 55.6
help desk representative	41.7 - 50.5	45.6 - 55.2	49.2 - 59.6
inside sales representative	44.6 - 52.8	47.0 - 55.6	49.4 - 58.5
telemarketing agent	29.2 - 34.1	31.6 - 36.9	33.9 - 39.6

finance and accounting support

accounting clerk	35.2 - 40.6	38.5 - 44.4	41.5 - 47.9
accounts payable clerk	36.4 - 41.0	40.3 - 45.4	43.7 - 49.3
accounts receivable clerk	36.5 - 41.2	40.4 - 45.6	43.9 - 49.5
invoicing clerk	35.0 - 40.9	38.4 - 44.9	41.4 - 48.4
payroll administrator	41.8 - 49.9	45.4 - 54.3	48.9 - 58.5
payroll clerk	40.3 - 47.1	44.4 - 51.9	48.1 - 56.3

office and administrative support

administrative assistant	38.1 - 45.6	41.1 - 49.2	44.0 - 52.7
benefits clerk	36.3 - 42.3	39.8 - 46.5	43.1 - 50.4
buyer assistant	35.0 - 40.8	38.8 - 45.4	42.2 - 49.3
claims supervisor	56.0 - 67.9	60.4 - 73.3	64.7 - 78.6
contracts administrator	51.4 - 62.3	56.1 - 68.1	60.6 - 73.6
data entry clerk	29.7 - 34.2	32.4 - 37.4	34.8 - 40.2
document controller	31.2 - 36.0	34.2 - 39.4	36.7 - 42.3
executive assistant	50.4 - 61.9	56.2 - 69.1	61.6 - 75.8
export/import clerk	34.4 - 40.1	37.9 - 44.2	41.0 - 47.9
file clerk	31.5 - 36.3	35.6 - 41.1	38.8 - 44.7
human resources assistant	39.7 - 46.4	43.3 - 50.6	46.5 - 54.3
insurance claims clerk	32.7 - 37.7	35.7 - 41.2	38.5 - 44.5
legal assistant	43.9 - 53.1	50.2 - 60.9	56.0 - 67.9
mailroom clerk	30.9 - 35.2	33.6 - 38.3	35.8 - 40.9
office clerk	31.8 - 36.7	34.5 - 39.8	37.0 - 42.7
office manager	48.6 - 59.0	51.4 - 62.4	54.2 - 65.8
order clerk	32.0 - 36.9	35.0 - 40.4	37.8 - 43.5
order supervisor	48.7 - 57.7	54.4 - 64.5	59.7 - 70.8
project coordinator	42.2 - 50.5	45.6 - 54.7	48.9 - 58.7
receptionist	30.2 - 35.2	32.5 - 37.9	34.7 - 40.5
sales assistant	37.6 - 43.9	40.0 - 46.7	42.5 - 49.6
supply clerk	29.2 - 32.9	30.6 - 35.7	32.8 - 38.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

oakville

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	43.3 - 51.1	47.2 - 55.8	51.0 - 60.3
customer service manager (bilingual)	48.3 - 56.1	52.2 - 60.8	56.0 - 65.3
customer service representative	39.4 - 46.6	43.6 - 51.5	47.4 - 56.1
customer service representative (bilingual)	44.4 - 51.6	47.6 - 56.5	53.4 - 61.1
customer service supervisor	47.3 - 55.9	51.2 - 60.4	54.8 - 64.8
customer service supervisor (bilingual)	53.3 - 60.9	56.2 - 65.4	59.8 - 69.8
customer service trainer	41.8 - 50.0	45.5 - 54.5	49.2 - 58.8
help desk representative	45.5 - 55.0	49.7 - 60.1	53.6 - 64.7
inside sales representative	48.6 - 57.4	51.2 - 60.4	53.8 - 63.4
telemarketing agent	32.0 - 37.4	34.6 - 40.5	37.2 - 43.5

finance and accounting support

accounting clerk	38.5 - 44.4	42.1 - 48.5	45.3 - 52.3
accounts payable clerk	39.8 - 44.8	44.0 - 49.6	47.8 - 53.8
accounts receivable clerk	39.9 - 45.0	44.2 - 49.8	48.0 - 54.1
invoicing clerk	38.3 - 44.7	42.0 - 49.1	45.3 - 52.8
payroll administrator	46.0 - 55.0	50.0 - 59.8	53.8 - 64.4
payroll clerk	44.1 - 51.5	48.6 - 56.7	52.6 - 61.4

office and administrative support

administrative assistant	41.5 - 49.7	44.8 - 53.6	48.0 - 57.3
administrative assistant (bilingual)	46.5 - 54.7	49.8 - 57.6	53.0 - 63.3
benefits clerk	39.7 - 46.3	43.6 - 50.9	47.2 - 55.1
buyer assistant	38.3 - 44.7	42.5 - 49.6	46.2 - 53.9
claims supervisor	60.0 - 72.7	64.7 - 78.3	69.2 - 83.8
contracts administrator	56.2 - 67.9	61.2 - 74.0	66.0 - 79.8
data entry clerk	32.1 - 37.1	35.1 - 40.5	37.7 - 43.5
document controller	34.1 - 39.4	37.4 - 43.1	40.1 - 46.2
executive assistant	54.9 - 67.1	61.1 - 74.6	66.8 - 81.6
executive assistant (bilingual)	59.9 - 72.1	66.1 - 79.6	71.8 - 86.6
export/import clerk	37.5 - 43.8	41.4 - 48.4	44.8 - 52.3
file clerk	34.4 - 39.7	38.9 - 44.9	42.4 - 48.9
human resources assistant	43.4 - 50.7	47.4 - 55.4	50.8 - 59.4
insurance claims clerk	35.5 - 40.9	38.7 - 44.7	41.8 - 48.1
legal assistant	47.7 - 57.6	54.5 - 65.9	60.7 - 73.5
mailroom clerk	33.4 - 38.2	36.4 - 41.6	38.9 - 44.3
office clerk	34.5 - 39.8	37.4 - 43.2	40.1 - 46.2
office manager	52.2 - 63.2	55.2 - 66.8	58.1 - 70.4
order clerk	35.0 - 40.4	38.3 - 44.2	41.3 - 47.6
order supervisor	52.4 - 61.9	58.4 - 69.0	64.0 - 75.6
project coordinator	45.0 - 53.8	48.6 - 58.2	52.1 - 62.4
receptionist	32.9 - 38.5	35.5 - 41.5	38.0 - 44.4
receptionist (bilingual)	37.9 - 43.5	40.5 - 46.5	43.0 - 49.4
sales assistant	41.1 - 48.0	43.8 - 51.1	46.5 - 54.2
supply clerk	30.0 - 35.0	32.6 - 38.1	34.9 - 40.8

oshawa-whitby-pickering

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.4 - 50.0	46.2 - 54.6	49.9 - 58.9
customer service representative	38.6 - 45.6	42.7 - 50.4	46.4 - 54.9
customer service supervisor	46.0 - 54.3	49.7 - 58.7	53.3 - 63.0
customer service trainer	41.3 - 49.4	45.0 - 53.8	48.6 - 58.1
help desk representative	45.0 - 54.4	49.1 - 59.5	53.0 - 64.1
inside sales representative	47.5 - 56.1	50.0 - 59.1	52.5 - 62.1
telemarketing agent	31.2 - 36.4	33.7 - 39.4	36.3 - 42.3

finance and accounting support

accounting clerk	37.9 - 43.7	41.4 - 47.7	44.6 - 51.5
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 53.0
accounts receivable clerk	39.3 - 44.3	43.5 - 49.0	47.3 - 53.3
invoicing clerk	37.7 - 44.0	41.4 - 48.3	44.5 - 52.0
payroll administrator	44.9 - 53.6	48.8 - 58.3	52.5 - 62.7
payroll clerk	43.4 - 50.7	47.8 - 55.8	51.7 - 60.4

office and administrative support

administrative assistant	40.9 - 48.9	44.2 - 52.8	47.3 - 56.5
benefits clerk	38.9 - 45.3	42.7 - 49.8	46.2 - 53.9
buyer assistant	37.7 - 44.0	41.8 - 48.8	45.4 - 53.0
claims supervisor	59.9 - 72.4	64.5 - 78.0	69.0 - 83.5
contracts administrator	54.7 - 66.2	59.7 - 72.2	64.4 - 78.0
data entry clerk	31.9 - 36.8	34.9 - 40.2	37.5 - 43.2
document controller	33.5 - 38.6	36.6 - 42.2	39.3 - 45.3
executive assistant	54.1 - 66.3	60.3 - 73.8	66.0 - 80.8
export/import clerk	37.0 - 43.1	40.8 - 47.6	44.1 - 51.5
file clerk	33.8 - 38.9	38.1 - 44.0	41.5 - 47.9
human resources assistant	42.5 - 49.6	46.4 - 54.2	49.8 - 58.1
insurance claims clerk	35.2 - 40.6	38.4 - 44.3	41.4 - 47.7
legal assistant	47.6 - 57.6	54.5 - 65.9	60.7 - 73.4
mailroom clerk	33.2 - 37.9	36.2 - 41.2	38.5 - 43.9
office clerk	34.2 - 39.5	37.1 - 42.8	39.8 - 45.8
office manager	52.1 - 63.0	55.0 - 66.6	58.0 - 70.2
order clerk	34.3 - 39.5	37.6 - 43.3	40.4 - 46.6
order supervisor	52.2 - 61.7	58.2 - 68.8	63.8 - 75.4
project coordinator	45.2 - 54.0	48.8 - 58.4	52.3 - 62.6
receptionist	32.4 - 37.7	34.8 - 40.6	37.2 - 43.4
sales assistant	40.5 - 47.2	43.1 - 50.3	45.7 - 53.4
supply clerk	30.2 - 35.3	32.8 - 38.3	35.1 - 41.0

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

ottawa

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.2 - 49.8	46.0 - 54.3	49.6 - 58.6
customer service manager (bilingual)	50.0 - 56.0	55.7 - 61.3	61.0 - 67.0
customer service representative	29.2 - 45.4	42.5 - 50.2	46.2 - 54.6
customer service representative (bilingual)	39.2 - 46.1	43.0 - 48.7	48.6 - 55.0
customer service supervisor	46.4 - 54.7	50.1 - 59.2	53.7 - 63.5
customer service supervisor (bilingual)	46.9 - 51.6	51.4 - 59.0	58.5 - 66.0
customer service trainer	41.2 - 49.2	44.9 - 53.7	48.5 - 57.9
help desk representative	36.0 - 42.9	42.7 - 47.1	47.0 - 64.1
inside sales representative	47.4 - 56.1	50.0 - 59.0	52.5 - 62.0
telemarketing agent	31.6 - 36.8	34.2 - 39.9	36.7 - 42.8

finance and accounting support

accounting clerk	37.7 - 43.5	41.2 - 47.5	44.4 - 51.2
accounts payable clerk	39.0 - 43.9	43.1 - 48.6	46.8 - 52.7
accounts receivable clerk	39.2 - 44.1	43.3 - 48.8	47.0 - 53.0
invoicing clerk	37.5 - 43.8	41.2 - 48.0	44.3 - 51.7
payroll administrator	44.4 - 53.1	48.3 - 57.7	52.0 - 62.1
payroll clerk	43.2 - 50.5	47.6 - 55.5	51.5 - 60.1

office and administrative support

administrative assistant	40.9 - 48.8	44.1 - 52.7	47.2 - 56.4
administrative assistant (bilingual)	45.0 - 51.3	50.2 - 57.4	57.0 - 61.0
benefits clerk	38.7 - 45.1	42.5 - 49.5	46.0 - 53.6
buyer assistant	37.5 - 43.8	41.6 - 48.6	45.2 - 52.8
claims supervisor	59.7 - 72.2	64.3 - 77.8	68.8 - 83.3
contracts administrator	55.2 - 66.8	60.2 - 72.8	65.0 - 78.6
data entry clerk	31.8 - 36.7	34.8 - 40.1	37.3 - 43.1
document controller	33.3 - 38.4	36.4 - 42.0	39.1 - 45.1
executive assistant	54.0 - 66.1	60.2 - 73.6	65.9 - 80.6
executive assistant (bilingual)	57.0 - 65.7	65.0 - 72.3	72.0 - 80.0
export/import clerk	36.8 - 42.9	40.6 - 47.4	43.9 - 51.3
file clerk	33.6 - 38.7	38.0 - 43.8	41.3 - 47.7
human resources assistant	42.3 - 49.4	46.2 - 53.9	49.5 - 57.8
insurance claims clerk	35.1 - 40.5	38.3 - 44.2	41.3 - 47.6
legal assistant	46.8 - 56.6	53.6 - 64.8	59.7 - 72.2
mailroom clerk	33.1 - 37.7	36.1 - 41.1	38.4 - 43.8
office clerk	34.1 - 39.4	37.0 - 42.7	39.7 - 45.7
office manager	48.0 - 51.8	51.4 - 55.3	55.0 - 60.0
order clerk	34.1 - 39.3	37.4 - 43.1	40.3 - 46.4
order supervisor	52.1 - 61.5	58.1 - 68.6	63.6 - 75.2
project coordinator	44.6 - 53.2	48.1 - 57.6	51.6 - 61.7
receptionist	32.2 - 37.5	34.6 - 40.4	37.0 - 43.2
receptionist (bilingual)	37.9 - 43.5	40.5 - 46.5	43.0 - 49.4
sales assistant	40.3 - 47.0	42.9 - 50.0	45.5 - 53.1
supply clerk	29.8 - 34.8	32.4 - 37.8	34.7 - 40.4

sarnia

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.9 - 48.4	44.6 - 52.8	48.2 - 57.0
customer service representative	37.3 - 44.1	41.2 - 48.7	44.9 - 53.1
customer service supervisor	44.5 - 52.7	48.2 - 57.0	51.7 - 61.2
customer service trainer	40.9 - 48.9	44.6 - 53.4	48.1 - 57.6
help desk representative	43.3 - 52.5	47.4 - 57.4	51.1 - 62.0
inside sales representative	46.1 - 54.6	48.6 - 57.5	51.1 - 60.5
telemarketing agent	30.1 - 35.1	32.6 - 38.0	35.0 - 40.8

finance and accounting support

accounting clerk	36.4 - 42.0	39.8 - 45.9	42.9 - 49.5
accounts payable clerk	37.6 - 42.4	41.6 - 47.0	45.2 - 51.0
accounts receivable clerk	37.8 - 42.6	41.8 - 47.1	45.5 - 51.3
invoicing clerk	36.2 - 42.3	39.8 - 46.4	42.8 - 50.0
payroll administrator	43.4 - 52.0	47.2 - 56.5	50.8 - 60.9
payroll clerk	41.7 - 48.8	46.0 - 53.7	49.8 - 58.2

office and administrative support

administrative assistant	39.9 - 47.7	43.1 - 51.5	46.1 - 55.1
benefits clerk	37.5 - 43.8	41.2 - 48.1	44.6 - 52.1
buyer assistant	36.2 - 42.2	40.2 - 46.9	43.7 - 51.1
claims supervisor	58.7 - 71.0	63.2 - 76.5	67.7 - 81.9
contracts administrator	53.4 - 64.7	58.2 - 70.6	62.9 - 76.2
data entry clerk	30.7 - 35.3	33.5 - 38.6	36.0 - 41.5
document controller	32.3 - 37.2	35.4 - 40.8	37.9 - 43.7
executive assistant	52.8 - 64.6	58.8 - 72.0	64.4 - 78.8
export/import clerk	35.6 - 41.5	39.2 - 45.8	42.4 - 49.6
file clerk	32.6 - 37.6	36.8 - 42.5	40.1 - 46.3
human resources assistant	41.1 - 48.0	44.8 - 52.4	48.1 - 56.2
insurance claims clerk	33.8 - 39.0	36.9 - 42.5	39.8 - 45.9
legal assistant	46.5 - 56.3	53.2 - 64.5	59.4 - 71.9
mailroom clerk	31.9 - 36.3	34.7 - 39.6	37.0 - 42.2
office clerk	32.9 - 37.9	35.7 - 41.1	38.2 - 44.0
office manager	51.0 - 61.8	53.9 - 65.3	56.8 - 68.8
order clerk	33.1 - 38.2	36.3 - 41.8	39.1 - 45.0
order supervisor	51.1 - 60.5	57.1 - 67.5	62.5 - 73.9
project coordinator	44.1 - 52.8	47.7 - 57.1	51.2 - 61.2
receptionist	31.2 - 36.4	33.6 - 39.2	35.9 - 41.9
sales assistant	38.9 - 45.4	41.4 - 48.4	43.9 - 51.4
supply clerk	29.6 - 34.5	32.1 - 37.4	34.3 - 40.0

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

scarborough

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.6 - 50.5	46.5 - 55.2	50.4 - 59.7
customer service representative	38.7 - 45.9	42.9 - 50.9	46.8 - 55.5
customer service supervisor	46.2 - 54.7	50.0 - 59.2	53.7 - 63.5
customer service trainer	41.9 - 50.2	45.7 - 54.8	49.4 - 59.1
help desk representative	44.8 - 54.3	49.0 - 59.4	52.9 - 64.1
inside sales representative	48.0 - 56.9	50.6 - 60.0	53.2 - 63.1
telemarketing agent	31.5 - 36.9	34.1 - 40.0	36.7 - 43.0

finance and accounting support

accounting clerk	37.8 - 43.7	41.4 - 47.9	44.7 - 51.8
accounts payable clerk	39.1 - 44.2	43.4 - 49.1	47.2 - 53.3
accounts receivable clerk	39.3 - 44.4	43.6 - 49.2	47.5 - 53.6
invoicing clerk	37.6 - 44.1	41.4 - 48.5	44.6 - 52.3
payroll administrator	45.3 - 54.3	49.3 - 59.1	53.2 - 63.7
payroll clerk	43.5 - 51.0	48.0 - 56.2	52.0 - 60.9

office and administrative support

administrative assistant	41.0 - 49.2	44.3 - 53.2	47.6 - 57.0
benefits clerk	38.9 - 45.6	42.9 - 50.2	46.5 - 54.5
buyer assistant	37.6 - 44.0	41.8 - 49.0	45.6 - 53.4
claims supervisor	59.7 - 72.4	64.3 - 78.1	68.9 - 83.7
contracts administrator	55.8 - 67.6	60.9 - 73.9	65.8 - 79.8
data entry clerk	31.5 - 36.5	34.5 - 40.0	37.2 - 43.1
document controller	33.4 - 38.7	36.6 - 42.4	39.4 - 45.6
executive assistant	54.6 - 67.0	60.8 - 74.7	66.7 - 81.9
export/import clerk	36.9 - 43.2	40.8 - 47.8	44.2 - 51.8
file clerk	33.7 - 39.0	38.2 - 44.2	41.7 - 48.3
human resources assistant	42.8 - 50.1	46.8 - 54.8	50.2 - 58.8
insurance claims clerk	34.9 - 40.4	38.2 - 44.2	41.2 - 47.7
legal assistant	47.6 - 57.8	54.6 - 66.2	60.9 - 73.9
mailroom clerk	32.9 - 37.6	35.9 - 41.0	38.3 - 43.8
office clerk	33.9 - 39.2	36.9 - 42.7	39.6 - 45.8
office manager	51.8 - 62.8	54.8 - 66.5	57.8 - 70.1
order clerk	34.3 - 39.6	37.6 - 43.5	40.6 - 47.0
order supervisor	52.0 - 61.5	58.0 - 68.7	63.6 - 75.4
project coordinator	44.5 - 53.4	48.2 - 57.8	51.7 - 62.0
receptionist	32.3 - 37.8	34.8 - 40.8	37.3 - 43.7
sales assistant	40.5 - 47.4	43.1 - 50.5	45.9 - 53.7
supply clerk	29.5 - 34.5	32.1 - 37.6	34.4 - 40.3

st. catharines

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.1 - 47.3	43.7 - 51.6	47.2 - 55.8
customer service representative	36.6 - 43.1	40.4 - 47.7	43.9 - 51.9
customer service supervisor	43.5 - 51.4	47.1 - 55.7	50.5 - 59.7
customer service trainer	40.1 - 47.9	43.7 - 52.2	47.1 - 56.3
help desk representative	42.3 - 51.2	46.2 - 55.9	49.8 - 60.3
inside sales representative	45.2 - 53.5	47.6 - 56.3	50.0 - 59.2
telemarketing agent	29.7 - 34.6	32.1 - 37.4	34.4 - 40.1

finance and accounting support

accounting clerk	35.7 - 41.1	39.0 - 45.0	42.0 - 48.5
accounts payable clerk	36.9 - 41.5	40.8 - 46.0	44.3 - 49.9
accounts receivable clerk	37.0 - 41.7	41.0 - 46.1	44.5 - 50.2
invoicing clerk	35.5 - 41.4	38.9 - 45.5	41.9 - 49.0
payroll administrator	42.3 - 50.6	46.0 - 55.0	49.5 - 59.2
payroll clerk	40.9 - 47.7	45.0 - 52.6	48.7 - 57.0

office and administrative support

administrative assistant	38.7 - 46.1	41.7 - 49.8	44.6 - 53.4
benefits clerk	36.8 - 42.9	40.4 - 47.1	43.7 - 51.0
buyer assistant	35.5 - 41.4	39.4 - 45.9	42.8 - 50.0
claims supervisor	56.7 - 68.8	61.1 - 74.2	65.5 - 79.6
contracts administrator	52.1 - 63.1	56.8 - 68.9	61.4 - 74.5
data entry clerk	30.1 - 34.7	32.9 - 37.9	35.3 - 40.7
document controller	31.7 - 36.5	34.7 - 39.9	37.2 - 42.8
executive assistant	51.1 - 62.7	56.9 - 69.9	62.4 - 76.8
export/import clerk	34.8 - 40.6	38.4 - 44.8	41.5 - 48.5
file clerk	32.0 - 36.8	36.1 - 41.6	39.3 - 45.3
human resources assistant	40.2 - 47.0	43.9 - 51.3	47.1 - 55.0
insurance claims clerk	33.2 - 38.2	36.2 - 41.8	39.0 - 45.0
legal assistant	44.5 - 53.8	50.9 - 61.6	56.7 - 68.8
mailroom clerk	31.3 - 35.7	34.1 - 38.8	36.3 - 41.4
office clerk	32.3 - 37.2	35.0 - 40.4	37.5 - 43.2
office manager	49.2 - 59.7	52.1 - 63.2	54.9 - 66.6
order clerk	32.5 - 37.4	35.5 - 40.9	38.3 - 44.1
order supervisor	49.4 - 58.4	55.1 - 65.3	60.4 - 71.6
project coordinator	42.7 - 51.2	46.2 - 55.4	49.6 - 59.4
receptionist	30.6 - 35.7	33.0 - 38.4	35.2 - 41.1
sales assistant	38.1 - 44.5	40.5 - 47.3	43.0 - 50.3
supply clerk	29.2 - 33.4	31.1 - 36.2	33.2 - 38.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

toronto

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.6 - 50.5	46.5 - 55.2	50.4 - 59.7
customer service manager (bilingual)	58.0 - 65.3	65.0 - 75.4	75.0 - 85.0
customer service representative	38.7 - 45.9	42.9 - 50.9	46.8 - 55.5
customer service representative (bilingual)	42.0 - 45.1	45.0 - 51.2	50.0 - 55.0
customer service supervisor	46.2 - 54.7	50.0 - 59.2	53.7 - 63.5
customer service supervisor (bilingual)	53.3 - 60.9	56.2 - 65.4	59.8 - 69.8
customer service trainer	41.9 - 50.2	45.7 - 54.8	49.4 - 59.1
help desk representative	44.8 - 54.3	49.0 - 59.4	52.9 - 64.1
inside sales representative	48.0 - 56.9	50.6 - 60.0	53.2 - 63.1
telemarketing agent	31.5 - 36.9	34.1 - 40.0	36.7 - 43.0

legal services

contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
documents services	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.0 - 51.0	45.0 - 65.1	65.0 - 105.2
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 and administrative support

administrative assistant	41.0 - 49.2	44.3 - 53.2	47.6 - 57.0
administrative assistant (bilingual)	46.5 - 54.7	49.8 - 57.6	53.0 - 63.3
benefits clerk	38.9 - 45.6	42.9 - 50.2	46.5 - 54.5
buyer assistant	37.6 - 44.0	41.8 - 49.0	45.6 - 53.4
claims supervisor	59.7 - 72.4	64.3 - 78.1	68.9 - 83.7
contracts administrator	55.8 - 61.6	60.9 - 73.9	65.8 - 79.8
data entry clerk	31.5 - 36.5	34.5 - 40.0	37.2 - 43.1
document controller	33.4 - 38.7	36.6 - 42.4	39.4 - 45.6
executive assistant	54.6 - 67.0	60.8 - 74.7	66.7 - 81.9
executive assistant (bilingual)	57.6 - 69.2	63.5 - 77.7	69.4 - 84.3
export/import clerk	36.9 - 43.2	40.8 - 47.8	44.2 - 51.8
facilities coordinator	41.2 - 45.3	44.7 - 54.6	53.2 - 65.4
file clerk	33.7 - 39.0	38.2 - 44.2	41.7 - 48.3
human resources assistant	42.8 - 50.1	46.8 - 54.8	50.2 - 58.8
insurance claims clerk	35.0 - 37.5	37.2 - 42.7	40.0 - 46.1
mailroom clerk	31.5 - 36.5	34.5 - 40.0	37.2 - 43.1
office clerk	33.9 - 39.2	36.9 - 42.7	39.6 - 45.8
office manager	51.8 - 62.8	54.8 - 66.5	57.8 - 70.1
order clerk	34.3 - 39.6	37.6 - 43.5	40.6 - 47.0
order supervisor	52.0 - 61.5	58.0 - 68.7	63.6 - 75.4
project coordinator	44.5 - 53.4	48.2 - 57.8	51.7 - 62.0
receptionist	34.3 - 38.2	37.9 - 42.8	40.1 - 45.7
receptionist (bilingual)	37.9 - 43.5	40.5 - 46.5	43.0 - 49.4
sales assistant	40.5 - 47.4	43.1 - 50.5	45.9 - 53.7
supply clerk	31.5 - 36.5	34.5 - 40.0	37.2 - 43.1

vaughan

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	42.0 - 49.5	45.7 - 54.0	49.4 - 58.3
customer service representative	38.2 - 45.1	42.3 - 49.9	46.0 - 54.3
customer service supervisor	45.5 - 53.8	49.3 - 58.3	52.8 - 62.5
customer service trainer	42.1 - 50.3	45.9 - 54.8	49.5 - 59.2
help desk representative	44.1 - 53.4	48.2 - 58.4	52.0 - 62.9
inside sales representative	47.3 - 55.9	49.8 - 58.9	52.4 - 61.9
telemarketing agent	31.3 - 36.5	33.8 - 39.5	36.4 - 42.4

finance and accounting support

accounting clerk	37.1 - 42.8	40.6 - 46.8	43.7 - 50.4
accounts payable clerk	38.4 - 43.2	42.5 - 47.8	46.1 - 51.9
accounts receivable clerk	38.5 - 43.4	42.6 - 48.0	46.3 - 52.2
invoicing clerk	36.9 - 43.1	40.5 - 47.3	43.6 - 50.9
payroll administrator	44.1 - 52.8	48.0 - 57.3	51.6 - 61.7
payroll clerk	42.5 - 49.6	46.8 - 54.7	50.7 - 59.2

office and administrative support

administrative assistant	40.1 - 47.8	43.2 - 51.6	46.3 - 55.3
benefits clerk	38.5 - 44.9	42.2 - 49.3	45.7 - 53.4
buyer assistant	36.9 - 43.1	41.0 - 47.8	44.5 - 51.9
claims supervisor	59.2 - 71.7	63.8 - 77.3	68.3 - 82.8
contracts administrator	54.3 - 65.8	59.2 - 71.8	64.0 - 77.5
data entry clerk	31.1 - 35.9	34.0 - 39.2	36.5 - 42.1
document controller	33.1 - 38.2	36.2 - 41.8	38.9 - 44.8
executive assistant	52.9 - 64.8	58.9 - 72.3	64.6 - 79.2
export/import clerk	36.2 - 42.3	40.0 - 46.6	43.2 - 50.4
file clerk	33.4 - 38.5	37.8 - 43.5	41.1 - 47.4
human resources assistant	42.1 - 49.1	46.0 - 53.6	49.3 - 57.5
insurance claims clerk	34.3 - 39.5	37.4 - 43.1	40.3 - 46.5
legal assistant	46.2 - 55.9	52.8 - 64.0	58.9 - 71.4
mailroom clerk	32.4 - 36.9	35.2 - 40.1	37.5 - 42.8
office clerk	33.4 - 38.5	36.2 - 41.7	38.7 - 44.7
office manager	51.5 - 62.3	54.4 - 65.9	57.3 - 69.4
order clerk	33.9 - 39.1	37.2 - 42.9	40.0 - 46.2
order supervisor	51.6 - 61.0	57.6 - 68.1	63.1 - 74.6
project coordinator	44.1 - 52.7	47.6 - 57.0	51.1 - 61.1
receptionist	32.0 - 37.4	34.5 - 40.2	36.8 - 43.0
sales assistant	39.7 - 46.3	42.2 - 49.2	44.8 - 52.3
supply clerk	29.5 - 34.4	32.0 - 37.3	34.2 - 40.0

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

windsor

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.4 - 47.8	44.1 - 52.1	47.6 - 56.3
customer service representative	36.8 - 43.5	40.8 - 48.1	44.3 - 52.4
customer service supervisor	44.0 - 52.0	47.6 - 56.3	51.1 - 60.4
customer service trainer	40.0 - 48.0	43.7 - 52.3	47.2 - 56.5
help desk representative	42.6 - 51.6	46.6 - 56.4	50.2 - 60.8
inside sales representative	45.5 - 53.8	47.9 - 56.7	50.4 - 59.6
telemarketing agent	30.0 - 35.0	32.5 - 37.9	34.9 - 40.7

finance and accounting support

accounting clerk	36.0 - 41.6	39.4 - 45.6	42.5 - 49.2
accounts payable clerk	37.3 - 42.0	41.3 - 46.6	44.9 - 50.6
accounts receivable clerk	37.4 - 42.2	41.5 - 46.8	45.1 - 50.9
invoicing clerk	35.9 - 41.9	39.4 - 46.1	42.5 - 49.7
payroll administrator	42.7 - 51.1	46.5 - 55.6	50.1 - 59.9
payroll clerk	41.4 - 48.4	45.6 - 53.3	49.4 - 57.8

office and administrative support

administrative assistant	39.1 - 46.7	42.2 - 50.4	45.2 - 54.1
benefits clerk	37.1 - 43.3	40.7 - 47.5	44.1 - 51.5
buyer assistant	35.8 - 41.9	39.8 - 46.6	43.3 - 50.7
claims supervisor	57.3 - 69.5	61.7 - 74.9	66.2 - 80.3
contracts administrator	52.5 - 63.6	57.3 - 69.4	61.9 - 75.0
data entry clerk	30.2 - 34.9	33.0 - 38.1	35.5 - 41.0
document controller	31.9 - 36.8	34.9 - 40.3	37.5 - 43.2
executive assistant	51.7 - 63.5	57.7 - 70.9	63.2 - 77.7
export/import clerk	35.2 - 41.1	38.8 - 45.4	42.1 - 49.2
file clerk	32.2 - 37.1	36.4 - 42.0	39.6 - 45.7
human resources assistant	40.6 - 47.4	44.3 - 51.7	47.5 - 55.5
insurance claims clerk	33.4 - 38.5	36.4 - 42.0	39.3 - 45.3
legal assistant	45.2 - 54.7	51.7 - 62.6	57.6 - 69.9
mailroom clerk	31.5 - 35.9	34.3 - 39.1	36.5 - 41.7
office clerk	32.4 - 37.4	35.2 - 40.6	37.7 - 43.5
office manager	49.8 - 60.3	52.6 - 63.8	55.5 - 67.3
order clerk	32.7 - 37.7	35.8 - 41.3	38.6 - 44.5
order supervisor	49.9 - 59.0	55.7 - 66.0	61.1 - 72.4
project coordinator	43.2 - 51.7	46.7 - 56.0	50.1 - 60.0
receptionist	30.8 - 36.0	33.2 - 38.7	35.5 - 41.4
sales assistant	38.5 - 45.1	41.0 - 48.0	43.6 - 51.0
supply clerk	29.2 - 33.6	31.3 - 36.5	33.5 - 39.1

woodstock

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.6 - 46.8	43.2 - 51.0	46.6 - 55.1
customer service representative	36.2 - 42.6	39.9 - 47.1	43.4 - 51.3
customer service supervisor	43.1 - 50.9	46.6 - 55.1	50.0 - 59.1
customer service trainer	39.6 - 47.2	43.1 - 51.4	46.5 - 55.5
help desk representative	42.0 - 50.8	45.9 - 55.5	49.4 - 59.9
inside sales representative	44.6 - 52.7	47.0 - 55.5	49.4 - 58.3
telemarketing agent	29.5 - 34.3	31.8 - 37.1	34.2 - 39.8

finance and accounting support

accounting clerk	35.1 - 40.5	38.4 - 44.2	41.3 - 47.7
accounts payable clerk	36.3 - 40.8	40.1 - 45.2	43.6 - 49.1
accounts receivable clerk	36.5 - 41.0	40.3 - 45.4	43.8 - 49.3
invoicing clerk	35.0 - 40.7	38.3 - 44.7	41.3 - 48.1
payroll administrator	41.9 - 50.1	45.6 - 54.5	49.1 - 58.7
payroll clerk	40.2 - 46.9	44.3 - 51.7	47.9 - 56.0

office and administrative support

administrative assistant	38.2 - 45.6	41.1 - 49.2	44.0 - 52.6
benefits clerk	36.4 - 42.4	39.9 - 46.5	43.2 - 50.4
buyer assistant	34.9 - 40.7	38.7 - 45.2	42.1 - 49.1
claims supervisor	56.0 - 67.9	60.4 - 73.3	64.7 - 78.5
contracts administrator	51.3 - 62.1	55.9 - 67.7	60.4 - 73.1
data entry clerk	30.1 - 34.6	32.8 - 37.8	35.2 - 40.6
document controller	31.4 - 36.1	34.3 - 39.5	36.8 - 42.3
executive assistant	50.4 - 61.7	56.1 - 68.8	61.5 - 75.4
export/import clerk	34.3 - 40.0	37.8 - 44.1	40.9 - 47.7
file clerk	31.7 - 36.4	35.7 - 41.1	38.8 - 44.7
human resources assistant	39.8 - 46.4	43.4 - 50.6	46.5 - 54.3
insurance claims clerk	33.1 - 38.1	36.1 - 41.6	38.9 - 44.9
legal assistant	44.3 - 53.6	50.7 - 61.4	56.5 - 68.6
mailroom clerk	31.3 - 35.6	34.0 - 38.7	36.2 - 41.3
office clerk	32.3 - 37.1	34.9 - 40.2	37.4 - 43.1
office manager	48.7 - 59.0	51.5 - 62.4	54.2 - 65.8
order clerk	32.2 - 37.0	35.2 - 40.5	37.8 - 43.6
order supervisor	48.8 - 57.7	54.5 - 64.5	59.7 - 70.7
project coordinator	42.5 - 50.8	46.0 - 54.9	49.3 - 58.9
receptionist	30.4 - 35.3	32.6 - 38.0	34.9 - 40.6
sales assistant	37.5 - 43.7	39.9 - 46.5	42.3 - 49.4
supply clerk	29.2 - 33.3	31.0 - 36.1	33.1 - 38.6

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

drummondville

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.6 - 44.6	41.1 - 48.8	44.5 - 52.7
customer service representative	34.2 - 40.6	37.9 - 45.0	41.3 - 49.0
customer service supervisor	40.3 - 47.8	43.7 - 51.9	46.9 - 55.7
customer service trainer	37.1 - 44.5	40.5 - 48.5	43.7 - 52.5
help desk representative	39.3 - 47.8	43.1 - 52.4	46.5 - 56.6
inside sales representative	41.9 - 49.7	44.2 - 52.4	46.4 - 55.1
telemarketing agent	27.6 - 32.3	29.9 - 35.0	32.2 - 37.7
finance and accounting support			
accounting clerk	33.1 - 38.3	36.2 - 41.9	39.1 - 45.3
accounts payable clerk	34.2 - 38.6	37.9 - 42.9	41.3 - 46.7
accounts receivable clerk	34.4 - 38.8	38.1 - 43.1	41.5 - 46.9
invoicing clerk	32.9 - 38.5	36.2 - 42.4	39.0 - 45.8
payroll administrator	39.2 - 47.1	42.7 - 51.3	46.1 - 55.3
payroll clerk	38.0 - 44.6	42.0 - 49.3	45.6 - 53.5
office and administrative support			
administrative assistant	35.8 - 42.8	38.6 - 46.3	41.4 - 49.7
benefits clerk	34.4 - 40.3	37.9 - 44.4	41.1 - 48.1
buyer assistant	32.9 - 38.5	36.6 - 42.9	39.8 - 46.7
claims supervisor	53.3 - 64.8	57.5 - 70.0	61.7 - 75.1
contracts administrator	48.3 - 58.7	52.7 - 64.1	57.0 - 69.4
data entry clerk	27.8 - 32.0	30.4 - 35.1	32.6 - 37.7
document controller	29.6 - 34.2	32.4 - 37.5	34.8 - 40.3
executive assistant	47.5 - 58.5	53.0 - 65.4	58.2 - 71.9
export/import clerk	32.3 - 37.8	35.7 - 41.8	38.7 - 45.4
file clerk	29.8 - 34.5	33.8 - 39.1	36.9 - 42.7
human resources assistant	37.8 - 44.3	41.3 - 48.4	44.4 - 52.0
insurance claims clerk	30.7 - 35.4	33.5 - 38.7	36.2 - 41.9
legal assistant	41.7 - 50.7	47.9 - 58.3	53.6 - 65.2
mailroom clerk	28.9 - 33.0	31.5 - 36.0	33.6 - 38.4
office clerk	29.8 - 34.4	32.4 - 37.4	34.7 - 40.1
office manager	46.2 - 56.2	48.9 - 59.4	51.6 - 62.7
order clerk	30.3 - 35.1	33.3 - 38.5	35.9 - 41.5
order supervisor	46.4 - 55.0	51.8 - 61.5	56.9 - 67.5
project coordinator	39.5 - 47.5	42.8 - 51.4	46.0 - 55.2
receptionist	28.6 - 33.4	30.8 - 36.0	33.0 - 38.6
sales assistant	35.4 - 41.5	37.7 - 44.2	40.1 - 47.0
supply clerk	26.3 - 30.7	28.6 - 33.4	30.6 - 35.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

gatineau

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.9 - 47.2	43.6 - 51.5	47.1 - 55.6
customer service manager (bilingual)	50.0 - 56.2	56.0 - 61.8	61.0 - 67.0
customer service representative	29.2 - 45.4	42.5 - 50.2	46.2 - 54.6
customer service representative (bilingual)	39.2 - 46.1	43.0 - 48.7	48.6 - 55.0
customer service supervisor	46.4 - 54.7	50.1 - 59.2	53.7 - 63.5
customer service supervisor (bilingual)	46.9 - 52.3	52.0 - 59.3	59.0 - 66.0
customer service trainer	38.9 - 46.5	42.4 - 50.7	45.7 - 54.8
help desk representative	42.3 - 51.3	46.3 - 56.0	49.9 - 60.4
inside sales representative	44.6 - 52.8	47.0 - 55.7	49.4 - 58.5
telemarketing agent	29.4 - 34.2	31.8 - 37.1	34.1 - 39.8
finance and accounting support			
accounting clerk	35.5 - 41.0	38.8 - 44.8	41.8 - 48.3
accounts payable clerk	36.7 - 41.3	40.6 - 45.8	44.1 - 49.7
accounts receivable clerk	36.9 - 41.5	40.8 - 45.9	44.3 - 49.9
invoicing clerk	35.4 - 41.2	38.8 - 45.3	41.8 - 48.7
payroll administrator	41.8 - 49.9	45.4 - 54.3	48.9 - 58.6
payroll clerk	40.7 - 47.5	44.8 - 52.3	48.5 - 56.7
office and administrative support			
administrative assistant	38.4 - 46.0	41.5 - 49.6	44.4 - 53.2
administrative assistant (bilingual)	45.0 - 51.4	51.0 - 56.9	56.4 - 61.0
benefits clerk	36.6 - 42.7	40.2 - 46.9	43.5 - 50.9
buyer assistant	35.3 - 41.2	39.2 - 45.8	42.6 - 49.7
claims supervisor	56.4 - 68.3	60.7 - 73.6	65.0 - 78.9
contracts administrator	51.3 - 62.3	56.0 - 68.0	60.6 - 73.6
data entry clerk	30.1 - 34.6	32.8 - 37.8	35.3 - 40.6
document controller	31.4 - 36.3	34.4 - 39.7	36.9 - 42.7
executive assistant	50.9 - 62.4	56.7 - 69.5	62.1 - 76.2
executive assistant (bilingual)	57.0 - 65.3	65.0 - 72.1	72.0 - 80.0
export/import clerk	34.7 - 40.5	38.3 - 44.6	41.4 - 48.3
file clerk	31.7 - 36.6	35.9 - 41.4	39.1 - 45.1
human resources assistant	40.1 - 46.8	43.7 - 51.1	46.9 - 54.8
insurance claims clerk	33.1 - 38.2	36.2 - 41.7	39.0 - 45.0
legal assistant	44.3 - 53.7	50.8 - 61.6	56.7 - 68.7
mailroom clerk	31.3 - 35.6	34.1 - 38.8	36.3 - 41.3
office clerk	32.2 - 37.2	35.0 - 40.3	37.4 - 43.2
office manager	49.0 - 59.3	51.8 - 62.7	54.6 - 66.1
order clerk	32.2 - 37.2	35.3 - 40.8	38.1 - 43.9
order supervisor	49.1 - 58.1	54.8 - 64.8	60.1 - 71.1
project coordinator	41.9 - 50.1	45.3 - 54.2	48.6 - 58.2
receptionist	30.4 - 35.5	32.7 - 38.2	35.0 - 40.9
receptionist (bilingual)	37.9 - 43.5	40.5 - 46.5	43.0 - 49.4
sales assistant	38.0 - 44.3	40.4 - 47.1	42.9 - 50.0
supply clerk	28.1 - 32.7	30.5 - 35.5	32.6 - 38.0

québec

granby

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.1 - 45.1	41.6 - 49.3	45.0 - 53.3
customer service representative	34.7 - 41.1	38.4 - 45.5	41.8 - 49.5
customer service supervisor	40.9 - 48.4	44.3 - 52.5	47.5 - 56.3
customer service trainer	37.9 - 45.4	41.3 - 49.5	44.6 - 53.4
help desk representative	39.7 - 48.1	43.4 - 52.7	46.9 - 56.9
inside sales representative	42.4 - 50.2	44.7 - 53.0	47.0 - 55.7
telemarketing agent	27.8 - 32.4	30.1 - 35.1	32.3 - 37.7
finance and accounting support			
accounting clerk	33.9 - 39.1	37.0 - 42.8	39.9 - 46.2
accounts payable clerk	35.0 - 39.4	38.8 - 43.7	42.1 - 47.5
accounts receivable clerk	35.2 - 39.6	38.9 - 43.9	42.3 - 47.8
invoicing clerk	33.7 - 39.4	37.0 - 43.2	39.9 - 46.6
payroll administrator	39.8 - 47.7	43.3 - 52.0	46.7 - 56.1
payroll clerk	38.9 - 45.5	42.8 - 50.1	46.4 - 54.3
office and administrative support			
administrative assistant	36.5 - 43.7	39.4 - 47.3	42.2 - 50.7
benefits clerk	34.9 - 40.8	38.4 - 44.9	41.6 - 48.6
buyer assistant	33.7 - 39.3	37.4 - 43.7	40.7 - 47.6
claims supervisor	53.9 - 65.4	58.1 - 70.6	62.3 - 75.7
contracts administrator	49.7 - 60.3	54.2 - 65.8	58.6 - 71.2
data entry clerk	28.2 - 32.6	30.8 - 35.6	33.1 - 38.3
document controller	30.1 - 34.7	32.9 - 38.0	35.3 - 40.8
executive assistant	48.5 - 59.6	54.1 - 66.6	59.4 - 73.1
export/import clerk	33.1 - 38.6	36.5 - 42.6	39.5 - 46.2
file clerk	30.3 - 35.0	34.3 - 39.6	37.4 - 43.2
human resources assistant	38.3 - 44.7	41.8 - 48.9	44.8 - 52.5
insurance claims clerk	31.1 - 35.9	34.0 - 39.3	36.7 - 42.4
legal assistant	42.0 - 51.0	48.2 - 58.5	53.8 - 65.5
mailroom clerk	29.4 - 33.5	32.0 - 36.5	34.1 - 38.9
office clerk	30.3 - 34.9	32.9 - 37.9	35.2 - 40.7
office manager	46.7 - 56.7	49.4 - 60.0	52.1 - 63.3
order clerk	30.8 - 35.6	33.8 - 39.0	36.4 - 42.0
order supervisor	46.9 - 55.5	52.4 - 62.1	57.4 - 68.1
project coordinator	40.2 - 48.2	43.5 - 52.2	46.7 - 56.1
receptionist	29.1 - 33.9	31.3 - 36.5	33.5 - 39.1
sales assistant	36.2 - 42.3	38.5 - 45.1	40.9 - 47.9
supply clerk	26.8 - 31.3	29.1 - 34.0	31.1 - 36.4

québec

laval

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.3 - 46.6	43.0 - 50.9	46.4 - 55.0
customer service representative	35.8 - 42.4	39.6 - 46.9	43.2 - 51.1
customer service supervisor	42.8 - 50.6	46.3 - 54.9	49.7 - 58.9
customer service trainer	38.8 - 46.5	42.3 - 50.7	45.7 - 54.8
help desk representative	41.3 - 50.1	45.2 - 54.8	48.7 - 59.1
inside sales representative	42.0 - 48.0	46.6 - 55.2	49.0 - 58.1
telemarketing agent	28.8 - 33.7	31.2 - 36.5	33.6 - 39.2
finance and accounting support			
accounting clerk	35.1 - 40.5	38.4 - 44.3	41.4 - 47.8
accounts payable clerk	36.2 - 40.9	40.2 - 45.3	43.7 - 49.2
accounts receivable clerk	36.4 - 41.1	40.3 - 45.5	43.9 - 49.5
invoicing clerk	34.9 - 40.8	38.3 - 44.8	41.3 - 48.3
payroll administrator	44.0 - 50.0	48.0 - 57.0	55.0 - 62.0
payroll clerk	40.3 - 47.1	44.4 - 51.9	48.1 - 56.2
office and administrative support			
administrative assistant	38.0 - 45.5	41.0 - 49.1	43.9 - 52.6
benefits clerk	36.0 - 42.1	39.6 - 46.3	42.9 - 50.2
buyer assistant	34.9 - 40.8	38.7 - 45.3	42.1 - 49.3
claims supervisor	55.1 - 66.9	59.4 - 72.2	63.7 - 77.5
contracts administrator	51.3 - 62.3	56.0 - 68.0	60.5 - 73.5
data entry clerk	29.1 - 33.6	31.8 - 36.7	34.2 - 39.5
document controller	30.9 - 35.7	33.9 - 39.2	36.4 - 42.1
executive assistant	50.4 - 61.8	56.1 - 69.0	61.6 - 75.7
export/import clerk	34.2 - 40.0	37.8 - 44.2	40.9 - 47.9
file clerk	31.2 - 36.1	35.3 - 40.8	38.5 - 44.5
human resources assistant	39.5 - 46.2	43.1 - 50.5	46.3 - 54.2
insurance claims clerk	32.1 - 37.1	35.1 - 40.6	37.9 - 43.8
legal assistant	44.1 - 53.5	50.5 - 61.3	56.4 - 68.4
mailroom clerk	30.3 - 34.6	33.0 - 37.7	35.2 - 40.2
office clerk	31.2 - 36.1	33.9 - 39.2	36.3 - 42.0
office manager	47.9 - 58.1	50.6 - 61.4	53.4 - 64.8
order clerk	34.0 - 38.0	36.0 - 40.2	39.5 - 43.4
order supervisor	48.0 - 56.8	53.6 - 63.5	58.8 - 69.7
project coordinator	43.5 - 49.7	46.5 - 53.8	50.2 - 57.7
receptionist	31.2 - 34.9	33.2 - 37.7	35.7 - 40.3
sales assistant	37.5 - 43.8	39.9 - 46.7	42.4 - 49.6
supply clerk	31.7 - 34.8	33.5 - 37.4	35.3 - 39.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	37.1 - 43.9	40.5 - 47.9	43.7 - 51.8
customer service representative	33.8 - 39.9	37.4 - 44.2	40.7 - 48.1
customer service supervisor	40.4 - 47.9	43.8 - 51.9	47.0 - 55.7
customer service trainer	36.2 - 43.3	39.5 - 47.3	42.6 - 51.1
help desk representative	39.2 - 47.4	42.8 - 51.9	46.2 - 56.0
inside sales representative	41.8 - 49.6	44.1 - 52.3	46.4 - 55.0
telemarketing agent	28.1 - 32.7	30.3 - 35.3	32.6 - 38.0

finance and accounting support

accounting clerk	33.0 - 38.1	36.1 - 41.7	38.9 - 45.1
accounts payable clerk	34.1 - 38.5	37.8 - 42.7	41.1 - 46.4
accounts receivable clerk	34.3 - 38.7	38.0 - 42.8	41.3 - 46.7
invoicing clerk	32.9 - 38.4	36.1 - 42.2	38.9 - 45.5
payroll administrator	39.2 - 47.0	42.7 - 51.2	46.0 - 55.2
payroll clerk	37.9 - 44.4	41.8 - 49.0	45.3 - 53.1

office and administrative support

administrative assistant	36.1 - 43.2	39.0 - 46.7	41.8 - 50.1
benefits clerk	34.0 - 39.7	37.3 - 43.6	40.5 - 47.3
buyer assistant	32.9 - 38.4	36.5 - 42.7	39.7 - 46.5
claims supervisor	53.1 - 64.5	57.3 - 69.7	61.4 - 74.7
contracts administrator	48.2 - 58.6	52.7 - 64.1	57.0 - 69.4
data entry clerk	27.8 - 32.0	30.3 - 34.9	32.6 - 37.5
document controller	29.3 - 33.8	32.1 - 37.0	34.4 - 39.6
executive assistant	47.9 - 58.8	53.4 - 65.7	58.6 - 72.1
export/import clerk	32.3 - 37.6	35.6 - 41.6	38.5 - 45.1
file clerk	29.6 - 34.1	33.4 - 38.5	36.4 - 42.0
human resources assistant	37.3 - 43.5	40.7 - 47.6	43.6 - 51.1
insurance claims clerk	30.6 - 35.3	33.4 - 38.5	36.0 - 41.5
legal assistant	41.4 - 50.2	47.4 - 57.6	53.0 - 64.5
mailroom clerk	28.9 - 32.9	31.5 - 35.8	33.5 - 38.2
office clerk	29.8 - 34.3	32.3 - 37.2	34.6 - 39.9
office manager	46.1 - 56.0	48.8 - 59.2	51.4 - 62.4
order clerk	30.1 - 34.6	32.9 - 37.9	35.4 - 40.9
order supervisor	46.2 - 54.8	51.7 - 61.2	56.7 - 67.2
project coordinator	39.6 - 47.5	42.9 - 51.5	46.0 - 55.3
receptionist	28.4 - 33.1	30.5 - 35.6	32.6 - 38.0
sales assistant	35.3 - 41.3	37.6 - 44.0	39.9 - 46.8
supply clerk	28.0 - 32.0	31.1 - 34.5	33.5 - 38.5

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.3 - 46.6	43.0 - 51.0	46.5 - 55.1
customer service representative	35.7 - 42.4	39.6 - 47.0	43.2 - 51.2
customer service supervisor	42.6 - 50.4	46.1 - 54.6	49.5 - 58.6
customer service trainer	39.0 - 46.8	42.6 - 51.0	46.0 - 55.1
help desk representative	42.1 - 51.0	46.0 - 55.8	49.7 - 60.2
inside sales representative	44.7 - 52.9	47.1 - 55.7	49.5 - 58.6
telemarketing agent	29.0 - 33.9	31.4 - 36.7	33.7 - 39.5

finance and accounting support

accounting clerk	34.8 - 40.3	38.1 - 44.2	41.2 - 47.7
accounts payable clerk	36.0 - 40.7	40.0 - 45.2	43.5 - 49.1
accounts receivable clerk	36.2 - 40.9	40.1 - 45.3	43.7 - 49.4
invoicing clerk	34.7 - 40.6	38.1 - 44.7	41.1 - 48.2
payroll administrator	41.9 - 50.2	45.6 - 54.6	49.1 - 58.8
payroll clerk	40.1 - 46.9	44.2 - 51.8	47.9 - 56.1

office and administrative support

administrative assistant	37.8 - 45.4	40.9 - 49.1	43.8 - 52.6
benefits clerk	35.9 - 42.1	39.6 - 46.4	42.9 - 50.3
buyer assistant	34.6 - 40.6	38.5 - 45.2	42.0 - 49.2
claims supervisor	55.4 - 67.3	59.8 - 72.6	64.0 - 77.8
contracts administrator	51.3 - 62.3	56.1 - 68.1	60.6 - 73.6
data entry clerk	29.1 - 33.7	31.9 - 36.8	34.3 - 39.6
document controller	30.9 - 35.7	33.8 - 39.1	36.3 - 42.1
executive assistant	50.3 - 61.9	56.2 - 69.0	61.6 - 75.7
export/import clerk	34.0 - 39.8	37.6 - 44.0	40.7 - 47.7
file clerk	31.1 - 36.0	35.3 - 40.8	38.5 - 44.6
human resources assistant	39.5 - 46.2	43.2 - 50.6	46.3 - 54.3
insurance claims clerk	32.2 - 37.2	35.2 - 40.7	38.0 - 43.9
legal assistant	44.3 - 53.7	50.7 - 61.5	56.6 - 68.6
mailroom clerk	30.3 - 34.6	33.1 - 37.8	35.3 - 40.3
office clerk	31.3 - 36.2	34.0 - 39.3	36.4 - 42.1
office manager	48.1 - 58.4	50.9 - 61.8	53.7 - 65.1
order clerk	31.6 - 36.6	34.7 - 40.2	37.5 - 43.4
order supervisor	48.3 - 57.1	53.9 - 63.8	59.1 - 70.0
project coordinator	41.6 - 49.8	45.0 - 53.9	48.3 - 57.9
receptionist	29.8 - 34.9	32.1 - 37.6	34.4 - 40.3
sales assistant	37.3 - 43.7	39.7 - 46.5	42.2 - 49.5
supply clerk	27.7 - 32.3	30.1 - 35.2	32.2 - 37.7

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

montréal

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.8 - 47.1	43.5 - 51.5	47.0 - 55.7
customer service representative	36.2 - 42.9	40.1 - 47.5	43.7 - 51.8
customer service supervisor	43.3 - 51.3	46.9 - 55.5	50.3 - 59.6
customer service trainer	39.2 - 47.0	42.8 - 51.3	46.3 - 55.4
help desk representative	41.7 - 50.7	45.7 - 55.5	49.3 - 59.9
inside sales representative	44.7 - 53.0	47.2 - 55.9	49.6 - 58.8
telemarketing agent	29.0 - 34.0	31.5 - 36.9	33.9 - 39.7

finance and accounting support

accounting clerk	35.4 - 40.9	38.8 - 44.8	41.9 - 48.4
accounts payable clerk	36.6 - 41.3	40.6 - 45.9	44.2 - 49.8
accounts receivable clerk	36.8 - 41.5	40.8 - 46.0	44.4 - 50.1
invoicing clerk	35.2 - 41.2	38.7 - 45.3	41.8 - 48.9
payroll administrator	42.2 - 50.6	45.9 - 55.1	49.5 - 59.4
payroll clerk	40.7 - 47.7	44.9 - 52.5	48.6 - 56.9

office and administrative support

administrative assistant	51.0 - 62.7	57.0 - 70.0	62.4 - 76.8
benefits clerk	36.4 - 42.6	40.0 - 46.9	43.4 - 50.8
buyer assistant	35.2 - 41.2	39.2 - 45.8	42.6 - 49.9
claims supervisor	55.8 - 67.8	60.2 - 73.1	64.5 - 78.5
contracts administrator	52.0 - 63.1	56.7 - 68.9	61.3 - 74.5
data entry clerk	29.3 - 33.9	32.1 - 37.1	34.5 - 39.9
document controller	31.2 - 36.1	34.2 - 39.6	36.8 - 42.5
executive assistant	42.3 - 44.1	44.0 - 47.8	46.9 - 65.0
export/import clerk	36.0 - 40.4	38.2 - 44.7	41.4 - 48.4
file clerk	31.5 - 36.4	35.7 - 41.3	38.9 - 45.1
human resources assistant	39.9 - 46.8	43.7 - 51.1	46.9 - 54.8
insurance claims clerk	32.4 - 37.5	35.4 - 41.0	38.3 - 44.3
legal assistant	40.9 - 43.3	43.1 - 46.8	46.2 - 69.3
mailroom clerk	30.5 - 34.9	33.3 - 38.1	35.6 - 40.6
office clerk	31.5 - 36.4	34.2 - 39.6	36.7 - 42.5
office manager	48.5 - 58.8	51.3 - 62.2	54.0 - 65.6
order clerk	35.6 - 39.3	38.7 - 43.5	42.8 - 43.9
order supervisor	48.6 - 57.5	54.3 - 64.3	59.5 - 70.6
project coordinator	41.9 - 50.3	45.4 - 54.5	48.7 - 58.5
receptionist	30.1 - 35.3	32.5 - 38.1	34.8 - 40.8
sales assistant	37.9 - 44.4	40.4 - 47.2	42.9 - 50.2
supply clerk	35.2 - 41.2	39.2 - 45.8	42.6 - 49.9

québec

pointe-claire

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.6 - 46.9	43.3 - 51.3	46.8 - 55.4
customer service representative	36.1 - 42.7	39.9 - 47.3	43.5 - 51.5
customer service supervisor	43.1 - 51.0	46.7 - 55.3	50.1 - 59.3
customer service trainer	39.1 - 46.8	42.6 - 51.1	46.1 - 55.2
help desk representative	41.6 - 50.5	45.5 - 55.2	49.1 - 59.6
inside sales representative	44.6 - 52.8	47.0 - 55.7	49.4 - 58.5
telemarketing agent	29.0 - 33.9	31.4 - 36.8	33.8 - 39.5

finance and accounting support

accounting clerk	35.3 - 40.8	38.6 - 44.7	41.7 - 48.2
accounts payable clerk	36.5 - 41.2	40.5 - 45.7	44.0 - 49.6
accounts receivable clerk	36.7 - 41.4	40.6 - 45.9	44.2 - 49.9
invoicing clerk	35.1 - 41.1	38.6 - 45.2	41.6 - 48.7
payroll administrator	42.0 - 50.4	45.8 - 54.8	49.3 - 59.1
payroll clerk	40.6 - 47.5	44.7 - 52.3	48.4 - 56.6

office and administrative support

administrative assistant	38.2 - 45.8	41.3 - 49.5	44.3 - 53.0
benefits clerk	36.3 - 42.4	39.9 - 46.7	43.3 - 50.6
buyer assistant	35.1 - 41.1	39.0 - 45.7	42.5 - 49.7
claims supervisor	55.6 - 67.4	59.9 - 72.8	64.2 - 78.1
contracts administrator	51.7 - 62.8	56.5 - 68.5	61.0 - 74.1
data entry clerk	29.3 - 33.8	32.0 - 37.0	34.4 - 39.8
document controller	31.2 - 36.0	34.1 - 39.5	36.7 - 42.4
executive assistant	50.8 - 62.3	56.6 - 69.5	62.0 - 76.2
export/import clerk	34.5 - 40.3	38.1 - 44.5	41.2 - 48.2
file clerk	31.4 - 36.3	35.6 - 41.1	38.8 - 44.9
human resources assistant	39.8 - 46.6	43.5 - 50.9	46.7 - 54.6
insurance claims clerk	32.3 - 37.4	35.3 - 40.9	38.2 - 44.1
legal assistant	44.4 - 53.9	50.9 - 61.7	56.8 - 68.9
mailroom clerk	30.5 - 34.8	33.2 - 38.0	35.5 - 40.5
office clerk	31.4 - 36.3	34.2 - 39.5	36.6 - 42.3
office manager	48.2 - 58.5	51.0 - 61.9	53.8 - 65.3
order clerk	31.9 - 36.9	35.0 - 40.5	37.8 - 43.7
order supervisor	48.4 - 57.3	54.0 - 64.0	59.2 - 70.2
project coordinator	41.8 - 50.1	45.2 - 54.2	48.5 - 58.2
receptionist	30.1 - 35.2	32.4 - 37.9	34.7 - 40.6
sales assistant	37.8 - 44.2	40.2 - 47.0	42.7 - 50.0
supply clerk	27.8 - 32.5	30.2 - 35.3	32.4 - 37.8

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

québec city

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.3 - 45.2	41.8 - 49.4	45.1 - 53.3
customer service representative	34.9 - 41.2	38.6 - 45.6	42.0 - 49.6
customer service supervisor	41.3 - 48.9	44.7 - 52.9	48.0 - 56.8
customer service trainer	37.4 - 44.8	40.8 - 48.9	44.1 - 52.8
help desk representative	39.8 - 48.2	43.5 - 52.7	46.9 - 56.9
inside sales representative	42.8 - 50.7	45.1 - 53.4	47.4 - 56.2
telemarketing agent	28.1 - 32.8	30.4 - 35.5	32.7 - 38.2

finance and accounting support

accounting clerk	33.6 - 38.8	36.8 - 42.5	39.7 - 45.9
accounts payable clerk	34.8 - 39.2	38.5 - 43.5	41.8 - 47.2
accounts receivable clerk	34.9 - 39.4	38.7 - 43.6	42.0 - 47.5
invoicing clerk	33.5 - 39.1	36.7 - 43.0	39.6 - 46.3
payroll administrator	40.0 - 47.9	43.5 - 52.1	46.9 - 56.2
payroll clerk	38.6 - 45.2	42.5 - 49.8	46.1 - 54.0

office and administrative support

administrative assistant	36.8 - 44.0	39.7 - 47.6	42.6 - 51.0
benefits clerk	35.1 - 41.0	38.5 - 45.0	41.7 - 48.7
buyer assistant	33.4 - 39.1	37.1 - 43.4	40.4 - 47.3
claims supervisor	53.9 - 65.4	58.1 - 70.6	62.3 - 75.7
contracts administrator	49.1 - 59.6	53.6 - 65.1	57.9 - 70.5
data entry clerk	28.4 - 32.7	31.0 - 35.7	33.3 - 38.4
document controller	30.2 - 34.8	33.1 - 38.1	35.5 - 40.9
executive assistant	48.8 - 59.8	54.3 - 66.7	59.5 - 73.1
export/import clerk	32.8 - 38.3	36.2 - 42.4	39.2 - 45.9
file clerk	30.5 - 35.2	34.5 - 39.7	37.5 - 43.3
human resources assistant	38.4 - 44.9	41.9 - 49.0	45.0 - 52.5
insurance claims clerk	31.3 - 36.1	34.1 - 39.4	36.8 - 42.6
legal assistant	42.0 - 50.9	48.1 - 58.4	53.7 - 65.2
mailroom clerk	29.5 - 33.6	32.1 - 36.6	34.2 - 39.1
office clerk	30.4 - 35.1	33.0 - 38.1	35.3 - 40.8
office manager	46.8 - 56.7	49.5 - 60.0	52.1 - 63.3
order clerk	31.0 - 35.7	33.9 - 39.1	36.5 - 42.2
order supervisor	46.9 - 55.5	52.4 - 62.1	57.5 - 68.1
project coordinator	40.1 - 48.0	43.4 - 52.0	46.5 - 55.8
receptionist	29.2 - 34.1	31.4 - 36.7	33.6 - 39.2
sales assistant	35.9 - 42.0	38.3 - 44.8	40.6 - 47.6
supply clerk	26.9 - 31.3	29.2 - 34.0	31.2 - 36.4

québec

saguenay

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.1 - 45.2	41.6 - 49.5	45.1 - 53.6
customer service representative	34.6 - 41.1	38.4 - 45.6	41.9 - 49.7
customer service supervisor	41.2 - 48.9	44.6 - 53.0	47.9 - 56.9
customer service trainer	37.6 - 45.2	41.1 - 49.4	44.5 - 53.4
help desk representative	40.0 - 48.7	43.9 - 53.3	47.4 - 57.7
inside sales representative	42.7 - 50.6	45.0 - 53.4	47.3 - 56.2
telemarketing agent	27.9 - 32.6	30.2 - 35.4	32.5 - 38.1

finance and accounting support

accounting clerk	33.4 - 38.7	36.6 - 42.4	39.5 - 45.8
accounts payable clerk	34.5 - 39.0	38.4 - 43.4	41.7 - 47.2
accounts receivable clerk	34.7 - 39.2	38.5 - 43.5	41.9 - 47.4
invoicing clerk	33.2 - 39.0	36.6 - 42.9	39.5 - 46.3
payroll administrator	40.0 - 48.1	43.6 - 52.4	47.0 - 56.6
payroll clerk	38.5 - 45.1	42.4 - 49.7	46.0 - 54.0

office and administrative support

administrative assistant	36.4 - 43.8	39.4 - 47.3	42.3 - 50.8
benefits clerk	34.8 - 40.8	38.3 - 45.0	41.6 - 48.8
buyer assistant	33.2 - 38.9	37.0 - 43.3	40.3 - 47.2
claims supervisor	54.4 - 66.1	58.7 - 71.4	62.9 - 76.6
contracts administrator	49.5 - 60.2	54.1 - 65.9	58.5 - 71.3
data entry clerk	28.3 - 32.8	31.0 - 36.0	33.4 - 38.7
document controller	29.8 - 34.5	32.7 - 37.9	35.2 - 40.8
executive assistant	48.6 - 59.9	54.3 - 67.0	59.6 - 73.6
export/import clerk	32.6 - 38.2	36.0 - 42.3	39.1 - 45.8
file clerk	30.1 - 34.9	34.1 - 39.6	37.3 - 43.2
human resources assistant	38.2 - 44.8	41.8 - 49.1	45.0 - 52.7
insurance claims clerk	31.4 - 36.3	34.3 - 39.8	37.1 - 43.0
legal assistant	42.6 - 51.9	49.0 - 59.6	54.8 - 66.7
mailroom clerk	29.5 - 33.8	32.2 - 36.9	34.4 - 39.4
office clerk	30.5 - 35.3	33.1 - 38.4	35.6 - 41.2
office manager	47.1 - 57.3	49.9 - 60.7	52.6 - 64.0
order clerk	30.6 - 35.4	33.6 - 38.9	36.3 - 42.0
order supervisor	47.2 - 56.1	52.9 - 62.7	58.0 - 68.9
project coordinator	40.8 - 49.0	44.2 - 53.1	47.5 - 57.0
receptionist	28.8 - 33.7	31.1 - 36.4	33.3 - 39.0
sales assistant	35.8 - 41.9	38.1 - 44.7	40.5 - 47.5
supply clerk	27.0 - 31.6	29.4 - 34.4	31.5 - 36.9

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

sainte-thérèse

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.4 - 45.5	41.9 - 49.7	45.3 - 53.8
customer service representative	34.9 - 41.3	38.7 - 45.8	42.1 - 49.9
customer service supervisor	42.3 - 50.1	45.8 - 54.3	49.2 - 58.3
customer service trainer	38.6 - 46.2	42.1 - 50.5	45.5 - 54.5
help desk representative	40.9 - 49.7	44.8 - 54.4	48.4 - 58.8
inside sales representative	43.6 - 51.7	45.9 - 54.5	48.3 - 57.3
telemarketing agent	28.4 - 33.1	30.7 - 35.9	33.0 - 38.6

finance and accounting support

accounting clerk	33.9 - 39.2	37.1 - 42.9	40.0 - 46.3
accounts payable clerk	35.0 - 39.5	38.9 - 43.9	42.2 - 47.7
accounts receivable clerk	35.2 - 39.7	39.0 - 44.1	42.5 - 48.0
invoicing clerk	33.7 - 39.5	37.1 - 43.4	40.0 - 46.8
payroll administrator	40.7 - 48.9	44.4 - 53.3	47.9 - 57.5
payroll clerk	39.0 - 45.6	43.0 - 50.3	46.6 - 54.6

office and administrative support

administrative assistant	36.8 - 44.2	39.8 - 47.8	42.7 - 51.3
benefits clerk	35.1 - 41.1	38.6 - 45.2	41.9 - 49.0
buyer assistant	33.7 - 39.4	37.5 - 43.9	40.8 - 47.8
claims supervisor	54.8 - 66.6	59.1 - 71.9	63.4 - 77.2
contracts administrator	50.2 - 61.0	54.8 - 66.7	59.3 - 72.2
data entry clerk	28.9 - 33.3	31.5 - 36.4	33.9 - 39.2
document controller	30.2 - 34.9	33.1 - 38.2	35.5 - 41.0
executive assistant	49.0 - 60.4	54.7 - 67.4	60.1 - 74.1
export/import clerk	33.1 - 38.7	36.5 - 42.8	39.6 - 46.4
file clerk	30.5 - 35.2	34.5 - 39.8	37.6 - 43.4
human resources assistant	38.5 - 45.1	42.1 - 49.3	45.2 - 52.9
insurance claims clerk	31.8 - 36.8	34.8 - 40.2	37.5 - 43.4
legal assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.6
mailroom clerk	30.0 - 34.3	32.7 - 37.3	34.9 - 39.8
office clerk	31.0 - 35.7	33.6 - 38.8	36.0 - 41.6
office manager	47.5 - 57.8	50.3 - 61.1	53.0 - 64.5
order clerk	30.9 - 35.7	33.9 - 39.2	36.6 - 42.3
order supervisor	47.6 - 56.5	53.3 - 63.2	58.5 - 69.4
project coordinator	40.6 - 48.7	44.0 - 52.8	47.2 - 56.7
receptionist	29.2 - 34.1	31.4 - 36.7	33.6 - 39.3
sales assistant	36.3 - 42.4	38.6 - 45.2	41.0 - 48.1
supply clerk	27.1 - 31.6	29.4 - 34.3	31.5 - 36.8

québec

saint-georges

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	36.0 - 42.7	39.4 - 46.7	42.6 - 50.5
customer service representative	32.8 - 38.8	36.3 - 43.1	39.6 - 46.9
customer service supervisor	39.3 - 46.7	42.6 - 50.6	45.8 - 54.3
customer service trainer	35.7 - 42.8	38.9 - 46.7	42.1 - 50.5
help desk representative	37.8 - 45.9	41.4 - 50.3	44.7 - 54.4
inside sales representative	40.4 - 47.9	42.6 - 50.5	44.8 - 53.2
telemarketing agent	26.9 - 31.3	29.0 - 33.9	31.2 - 36.4

finance and accounting support

accounting clerk	32.1 - 37.1	35.1 - 40.6	37.9 - 43.8
accounts payable clerk	33.2 - 37.4	36.8 - 41.5	40.0 - 45.2
accounts receivable clerk	33.4 - 37.6	36.9 - 41.7	40.2 - 45.4
invoicing clerk	32.0 - 37.3	35.1 - 41.1	37.8 - 44.3
payroll administrator	37.9 - 45.4	41.2 - 49.5	44.5 - 53.4
payroll clerk	36.9 - 43.2	40.6 - 47.6	44.1 - 51.6

office and administrative support

administrative assistant	34.5 - 41.4	37.3 - 44.8	40.0 - 48.1
benefits clerk	33.0 - 38.6	36.3 - 42.5	39.3 - 46.1
buyer assistant	31.9 - 37.3	35.5 - 41.5	38.6 - 45.2
claims supervisor	51.4 - 62.5	55.4 - 67.5	59.5 - 72.4
contracts administrator	47.0 - 57.2	51.4 - 62.6	55.6 - 67.8
data entry clerk	26.8 - 30.9	29.3 - 33.8	31.4 - 36.3
document controller	28.4 - 32.7	31.1 - 35.9	33.3 - 38.5
executive assistant	46.0 - 56.7	51.4 - 63.4	56.5 - 69.7
export/import clerk	31.4 - 36.6	34.6 - 40.5	37.5 - 43.9
file clerk	28.6 - 33.0	32.4 - 37.4	35.3 - 40.8
human resources assistant	36.2 - 42.4	39.5 - 46.4	42.5 - 49.8
insurance claims clerk	29.6 - 34.1	32.3 - 37.3	34.8 - 40.3
legal assistant	40.4 - 49.1	46.4 - 56.4	51.8 - 63.1
mailroom clerk	27.9 - 31.8	30.4 - 34.6	32.4 - 36.9
office clerk	28.8 - 33.2	31.2 - 36.0	33.4 - 38.6
office manager	44.5 - 54.1	47.1 - 57.3	49.7 - 60.5
order clerk	29.1 - 33.6	31.9 - 36.8	34.3 - 39.7
order supervisor	44.7 - 53.0	49.9 - 59.3	54.8 - 65.1
project coordinator	38.0 - 45.6	41.2 - 49.5	44.2 - 53.1
receptionist	27.4 - 32.0	29.5 - 34.5	31.6 - 36.9
sales assistant	34.3 - 40.2	36.5 - 42.8	38.8 - 45.5
supply clerk	25.5 - 29.7	27.6 - 32.2	29.5 - 34.5

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

saint-hyacinthe

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.6 - 45.6	42.1 - 49.8	45.5 - 53.8
customer service representative	35.2 - 41.5	38.9 - 46.0	42.3 - 50.0
customer service supervisor	41.3 - 48.9	44.7 - 53.0	48.0 - 56.9
customer service trainer	37.7 - 45.2	41.1 - 49.3	44.4 - 53.2
help desk representative	40.3 - 49.0	44.1 - 53.6	47.7 - 57.9
inside sales representative	42.6 - 50.4	44.9 - 53.2	47.2 - 55.9
telemarketing agent	28.0 - 32.6	30.3 - 35.3	32.5 - 37.9

finance and accounting support

accounting clerk	34.2 - 39.4	37.4 - 43.1	40.3 - 46.5
accounts payable clerk	35.3 - 39.8	39.1 - 44.1	42.5 - 47.9
accounts receivable clerk	35.5 - 40.0	39.3 - 44.2	42.7 - 48.1
invoicing clerk	34.0 - 39.7	37.3 - 43.6	40.2 - 47.0
payroll administrator	40.2 - 48.2	43.8 - 52.5	47.2 - 56.6
payroll clerk	39.2 - 45.8	43.2 - 50.4	46.7 - 54.7

office and administrative support

administrative assistant	36.6 - 43.9	39.5 - 47.4	42.4 - 50.9
benefits clerk	35.4 - 41.3	38.8 - 45.4	42.1 - 49.2
buyer assistant	34.0 - 39.7	37.7 - 44.1	41.0 - 47.9
claims supervisor	54.0 - 65.6	58.3 - 70.8	62.5 - 76.0
contracts administrator	49.0 - 59.5	53.5 - 65.0	57.8 - 70.2
data entry clerk	28.5 - 32.9	31.1 - 35.9	33.5 - 38.6
document controller	30.5 - 35.1	33.3 - 38.4	35.8 - 41.2
executive assistant	48.6 - 59.9	54.3 - 66.8	59.6 - 73.4
export/import clerk	33.4 - 38.9	36.8 - 43.0	39.8 - 46.5
file clerk	30.8 - 35.5	34.7 - 40.1	37.8 - 43.7
human resources assistant	38.7 - 45.3	42.3 - 49.4	45.4 - 53.0
insurance claims clerk	31.5 - 36.3	34.3 - 39.7	37.1 - 42.9
legal assistant	42.5 - 51.6	48.8 - 59.3	54.5 - 66.2
mailroom clerk	29.7 - 33.8	32.3 - 36.9	34.4 - 39.3
office clerk	30.6 - 35.3	33.2 - 38.3	35.5 - 41.1
office manager	46.8 - 56.9	49.6 - 60.2	52.3 - 63.5
order clerk	31.3 - 36.0	34.2 - 39.4	36.8 - 42.5
order supervisor	47.0 - 55.7	52.5 - 62.3	57.6 - 68.3
project coordinator	40.7 - 48.7	44.0 - 52.7	47.2 - 56.6
receptionist	29.5 - 34.4	31.7 - 37.0	33.9 - 39.6
sales assistant	36.5 - 42.6	38.9 - 45.4	41.3 - 48.2
supply clerk	27.1 - 31.7	29.5 - 34.4	31.5 - 36.8

québec

sherbrooke

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	36.4 - 43.1	39.8 - 47.1	43.0 - 51.0
customer service representative	33.2 - 39.2	36.7 - 43.5	40.0 - 47.4
customer service supervisor	39.7 - 47.1	43.0 - 51.0	46.2 - 54.8
customer service trainer	36.4 - 43.6	39.7 - 47.6	42.9 - 51.5
help desk representative	38.4 - 46.7	42.1 - 51.1	45.4 - 55.2
inside sales representative	41.4 - 49.1	43.6 - 51.8	45.9 - 54.6
telemarketing agent	27.3 - 31.9	29.5 - 34.5	31.8 - 37.1

finance and accounting support

accounting clerk	32.5 - 37.5	35.5 - 41.1	38.4 - 44.5
accounts payable clerk	33.6 - 37.9	37.2 - 42.1	40.5 - 45.8
accounts receivable clerk	33.8 - 38.1	37.4 - 42.3	40.7 - 46.1
invoicing clerk	32.3 - 37.8	35.5 - 41.6	38.3 - 44.9
payroll administrator	38.6 - 46.2	42.0 - 50.4	45.2 - 54.4
payroll clerk	37.3 - 43.8	41.2 - 48.3	44.7 - 52.5

office and administrative support

administrative assistant	35.2 - 42.3	38.1 - 45.7	40.8 - 49.1
benefits clerk	33.3 - 39.0	36.6 - 42.9	39.7 - 46.5
buyer assistant	32.3 - 37.8	35.9 - 42.1	39.1 - 45.9
claims supervisor	52.3 - 63.6	56.5 - 68.7	60.5 - 73.7
contracts administrator	47.7 - 58.0	52.1 - 63.5	56.4 - 68.8
data entry clerk	27.3 - 31.5	29.8 - 34.4	32.0 - 37.0
document controller	28.7 - 33.1	31.4 - 36.3	33.7 - 38.9
executive assistant	46.9 - 57.9	52.4 - 64.7	57.6 - 71.1
export/import clerk	31.7 - 37.1	35.0 - 41.0	37.9 - 44.5
file clerk	29.0 - 33.4	32.7 - 37.8	35.7 - 41.2
human resources assistant	36.6 - 42.8	39.9 - 46.8	42.9 - 50.3
insurance claims clerk	30.1 - 34.7	32.9 - 37.9	35.4 - 40.9
legal assistant	40.9 - 49.7	46.9 - 57.1	52.5 - 63.9
mailroom clerk	28.4 - 32.4	30.9 - 35.3	33.0 - 37.6
office clerk	29.3 - 33.8	31.8 - 36.7	34.0 - 39.3
office manager	45.4 - 55.1	48.0 - 58.4	50.6 - 61.6
order clerk	29.4 - 33.9	32.2 - 37.2	34.7 - 40.1
order supervisor	45.5 - 53.9	50.9 - 60.4	55.8 - 66.3
project coordinator	39.1 - 47.0	42.4 - 50.9	45.5 - 54.6
receptionist	27.8 - 32.4	29.9 - 34.9	31.9 - 37.3
sales assistant	34.7 - 40.7	37.0 - 43.4	39.3 - 46.2
supply clerk	26.1 - 30.4	28.3 - 33.0	30.3 - 35.4

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

québec

trois-rivières

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	38.7 - 45.8	42.2 - 50.0	45.7 - 54.1
customer service representative	35.2 - 41.7	39.0 - 46.1	42.4 - 50.3
customer service supervisor	41.5 - 49.1	44.9 - 53.2	48.2 - 57.1
customer service trainer	37.9 - 45.5	41.4 - 49.7	44.8 - 53.7
help desk representative	40.3 - 48.9	44.2 - 53.6	47.6 - 57.8
inside sales representative	43.1 - 51.1	45.4 - 53.9	47.8 - 56.7
telemarketing agent	28.6 - 33.4	31.0 - 36.2	33.3 - 38.9

finance and accounting support

accounting clerk	34.0 - 39.4	37.3 - 43.1	40.2 - 46.6
accounts payable clerk	35.2 - 39.7	39.0 - 44.1	42.5 - 48.0
accounts receivable clerk	35.4 - 39.9	39.2 - 44.3	42.7 - 48.2
invoicing clerk	33.9 - 39.6	37.2 - 43.6	40.2 - 47.0
payroll administrator	40.4 - 48.5	44.0 - 52.8	47.4 - 56.9
payroll clerk	39.1 - 45.9	43.2 - 50.6	46.8 - 54.8

office and administrative support

administrative assistant	37.0 - 44.4	40.0 - 48.0	42.9 - 51.4
benefits clerk	35.4 - 41.4	38.9 - 45.5	42.2 - 49.4
buyer assistant	33.9 - 39.6	37.6 - 44.1	41.0 - 48.0
claims supervisor	54.7 - 66.5	59.0 - 71.7	63.3 - 76.9
contracts administrator	49.7 - 60.4	54.3 - 66.0	58.7 - 71.4
data entry clerk	28.8 - 33.2	31.5 - 36.4	33.8 - 39.1
document controller	30.5 - 35.2	33.4 - 38.5	35.8 - 41.4
executive assistant	49.2 - 60.5	54.9 - 67.5	60.2 - 74.1
export/import clerk	33.2 - 38.9	36.7 - 43.0	39.8 - 46.6
file clerk	30.8 - 35.5	34.8 - 40.2	37.9 - 43.8
human resources assistant	38.8 - 45.4	42.4 - 49.6	45.5 - 53.3
insurance claims clerk	31.8 - 36.7	34.7 - 40.2	37.5 - 43.4
legal assistant	42.7 - 51.9	49.0 - 59.6	54.8 - 66.6
mailroom clerk	30.0 - 34.2	32.7 - 37.3	34.8 - 39.8
office clerk	30.9 - 35.7	33.6 - 38.8	36.0 - 41.6
office manager	47.5 - 57.6	50.2 - 61.0	53.0 - 64.3
order clerk	31.2 - 36.1	34.2 - 39.5	36.9 - 42.6
order supervisor	47.6 - 56.4	53.2 - 63.1	58.4 - 69.2
project coordinator	40.6 - 48.7	43.9 - 52.7	47.2 - 56.6
receptionist	29.5 - 34.4	31.7 - 37.0	33.9 - 39.7
sales assistant	36.4 - 42.6	38.8 - 45.4	41.2 - 48.3
supply clerk	27.2 - 31.7	29.5 - 34.4	31.5 - 36.8

québec

vaudreuil-dorion

	experience (annual salaries*)		
	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.5 - 47.8	44.2 - 52.2	47.7 - 56.3
customer service representative	37.0 - 43.6	40.8 - 48.2	44.4 - 52.4
customer service supervisor	43.7 - 51.6	47.3 - 55.9	50.7 - 59.9
customer service trainer	39.1 - 46.8	42.6 - 51.0	46.0 - 55.1
help desk representative	42.4 - 51.3	46.3 - 56.1	50.0 - 60.5
inside sales representative	45.2 - 53.4	47.6 - 56.3	50.1 - 59.1
telemarketing agent	29.8 - 34.8	32.2 - 37.6	34.6 - 40.4

finance and accounting support

accounting clerk	35.9 - 41.3	39.2 - 45.2	42.2 - 48.7
accounts payable clerk	37.1 - 41.7	41.0 - 46.2	44.5 - 50.2
accounts receivable clerk	37.2 - 41.9	41.2 - 46.4	44.7 - 50.4
invoicing clerk	35.7 - 41.6	39.2 - 45.7	42.2 - 49.2
payroll administrator	42.6 - 50.9	46.3 - 55.3	49.8 - 59.6
payroll clerk	41.1 - 48.0	45.2 - 52.8	49.0 - 57.2

office and administrative support

administrative assistant	38.3 - 45.9	41.4 - 49.6	44.3 - 53.1
benefits clerk	37.2 - 43.3	40.8 - 47.6	44.2 - 51.5
buyer assistant	35.7 - 41.6	39.6 - 46.2	43.0 - 50.2
claims supervisor	56.6 - 68.5	60.9 - 73.9	65.3 - 79.2
contracts administrator	51.6 - 62.7	56.4 - 68.5	60.9 - 74.0
data entry clerk	30.1 - 34.7	32.9 - 37.9	35.3 - 40.7
document controller	32.1 - 36.9	35.0 - 40.4	37.6 - 43.3
executive assistant	50.8 - 62.4	56.7 - 69.6	62.1 - 76.3
export/import clerk	35.0 - 40.8	38.6 - 45.1	41.8 - 48.8
file clerk	32.3 - 37.2	36.5 - 42.0	39.7 - 45.8
human resources assistant	40.7 - 47.5	44.4 - 51.8	47.6 - 55.5
insurance claims clerk	33.2 - 38.3	36.2 - 41.8	39.1 - 45.1
legal assistant	44.3 - 53.6	50.7 - 61.5	56.6 - 68.7
mailroom clerk	31.4 - 35.7	34.1 - 38.9	36.3 - 41.4
office clerk	32.3 - 37.2	35.0 - 40.4	37.5 - 43.3
office manager	49.2 - 59.6	52.0 - 63.0	54.8 - 66.3
order clerk	32.8 - 37.8	35.9 - 41.4	38.7 - 44.6
order supervisor	49.3 - 58.3	55.0 - 65.1	60.3 - 71.3
project coordinator	42.2 - 50.4	45.6 - 54.6	48.9 - 58.6
receptionist	31.0 - 36.1	33.3 - 38.8	35.6 - 41.5
sales assistant	38.3 - 44.7	40.8 - 47.6	43.3 - 50.5
supply clerk	28.3 - 33.0	30.7 - 35.8	32.8 - 38.3

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	39.8 - 47.1	43.4 - 51.4	46.9 - 55.6
customer service representative	36.2 - 42.8	40.1 - 47.4	43.6 - 51.7
customer service supervisor	44.2 - 52.3	47.9 - 56.6	51.3 - 60.7
customer service trainer	38.8 - 46.5	42.4 - 50.8	45.8 - 54.9
help desk representative	42.2 - 51.2	46.2 - 56.1	49.9 - 60.6
inside sales representative	44.9 - 53.2	47.3 - 56.1	49.8 - 59.0
telemarketing agent	29.8 - 34.9	32.3 - 37.7	34.7 - 40.6

finance and accounting support

accounting clerk	35.3 - 40.8	38.6 - 44.6	41.7 - 48.1
accounts payable clerk	36.5 - 41.2	40.5 - 45.6	43.9 - 49.6
accounts receivable clerk	36.7 - 41.4	40.6 - 45.8	44.2 - 49.8
invoicing clerk	35.1 - 41.1	38.6 - 45.1	41.6 - 48.6
payroll administrator	42.1 - 50.5	45.8 - 54.9	49.4 - 59.2
payroll clerk	40.5 - 47.4	44.7 - 52.2	48.4 - 56.6

office and administrative support

administrative assistant	38.4 - 46.0	41.4 - 49.7	44.4 - 53.3
benefits clerk	36.4 - 42.6	40.0 - 46.8	43.4 - 50.8
buyer assistant	35.1 - 41.0	39.0 - 45.6	42.4 - 49.6
claims supervisor	56.8 - 68.9	61.3 - 74.4	65.6 - 79.7
contracts administrator	51.9 - 62.9	56.6 - 68.7	61.2 - 74.2
data entry clerk	29.8 - 34.4	32.5 - 37.6	35.0 - 40.4
document controller	31.3 - 36.1	34.3 - 39.6	36.8 - 42.5
executive assistant	51.0 - 62.7	56.9 - 69.9	62.4 - 76.7
export/import clerk	34.5 - 40.3	38.1 - 44.5	41.2 - 48.2
file clerk	31.6 - 36.5	35.7 - 41.3	38.9 - 45.0
human resources assistant	39.9 - 46.7	43.6 - 51.0	46.8 - 54.8
insurance claims clerk	32.9 - 37.9	35.9 - 41.4	38.7 - 44.7
legal assistant	44.3 - 53.7	50.8 - 61.6	56.7 - 68.8
mailroom clerk	31.0 - 35.4	33.8 - 38.5	36.0 - 41.1
office clerk	32.0 - 36.9	34.7 - 40.0	37.2 - 42.9
office manager	49.3 - 59.8	52.2 - 63.3	55.0 - 66.7
order clerk	32.1 - 37.0	35.2 - 40.6	37.9 - 43.8
order supervisor	49.4 - 58.6	55.2 - 65.5	60.6 - 71.8
project coordinator	42.4 - 50.8	45.9 - 55.0	49.2 - 59.1
receptionist	30.2 - 35.3	32.6 - 38.1	34.9 - 40.7
sales assistant	37.8 - 44.1	40.2 - 47.0	42.7 - 49.9
supply clerk	28.3 - 33.0	30.7 - 35.9	32.9 - 38.4

experience (annual salaries*)

	1 year	3 years	5 years
customer care and contact centre			
customer retention agent	40.0 - 47.4	43.7 - 51.8	47.3 - 56.0
customer service representative	36.4 - 43.1	40.3 - 47.8	43.9 - 52.1
customer service supervisor	43.8 - 51.9	47.4 - 56.2	50.9 - 60.3
customer service trainer	39.9 - 47.8	43.5 - 52.2	47.0 - 56.4
help desk representative	41.8 - 50.8	45.8 - 55.6	49.4 - 60.0
inside sales representative	44.7 - 53.0	47.1 - 55.9	49.6 - 58.8
telemarketing agent	29.8 - 34.8	32.2 - 37.7	34.7 - 40.5

finance and accounting support

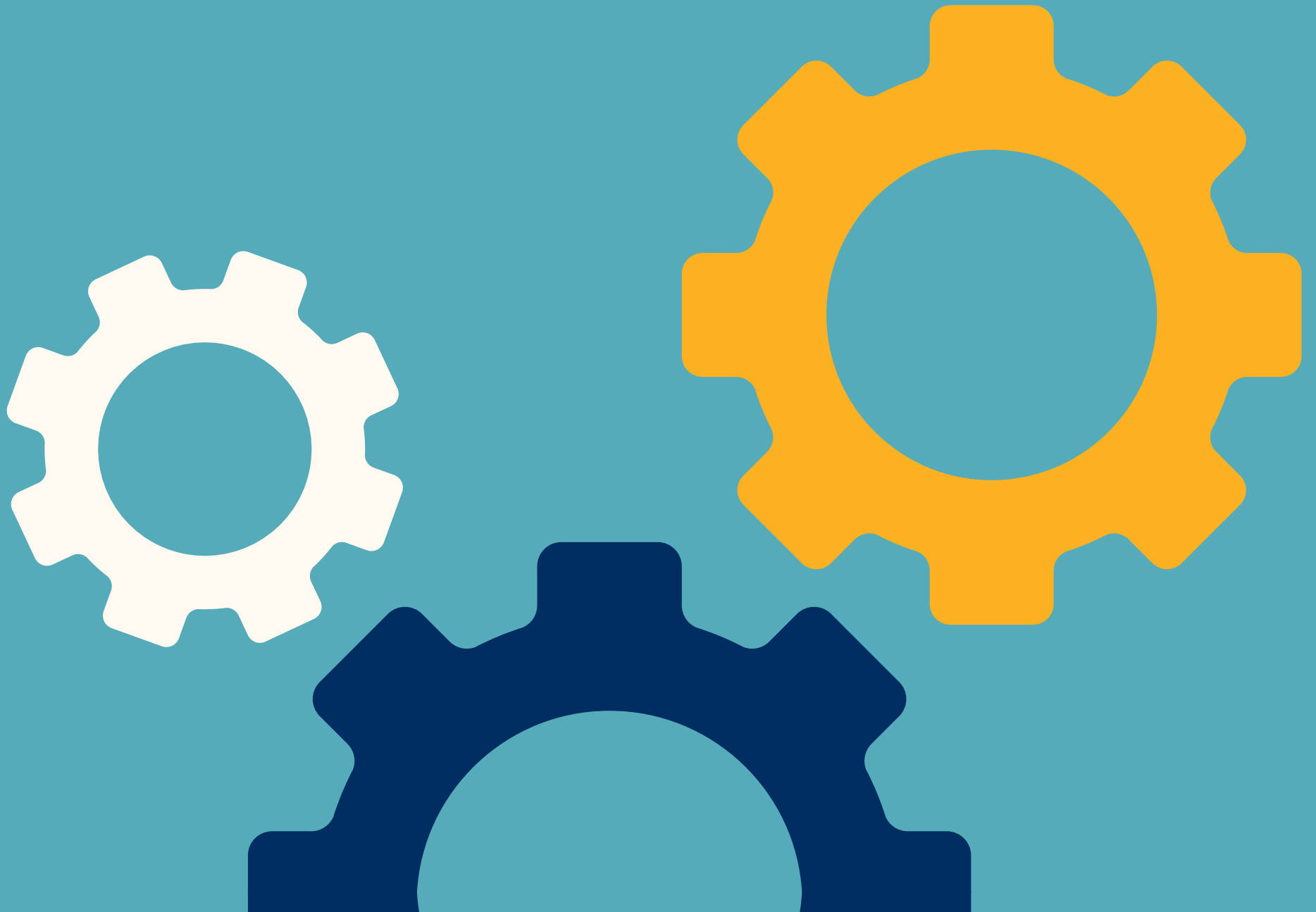
accounting clerk	35.0 - 40.4	38.3 - 44.2	41.3 - 47.8
accounts payable clerk	36.2 - 40.8	40.1 - 45.2	43.6 - 49.2
accounts receivable clerk	36.3 - 41.0	40.2 - 45.4	43.8 - 49.4
invoicing clerk	34.8 - 40.7	38.2 - 44.7	41.2 - 48.2
payroll administrator	42.5 - 51.0	46.3 - 55.5	49.9 - 59.8
payroll clerk	40.2 - 47.0	44.3 - 51.9	48.0 - 56.2

office and administrative support

administrative assistant	38.3 - 45.9	41.3 - 49.6	44.3 - 53.2
benefits clerk	36.6 - 42.9	40.3 - 47.1	43.7 - 51.1
buyer assistant	34.8 - 40.7	38.7 - 45.2	42.1 - 49.2
claims supervisor	56.6 - 68.7	61.1 - 74.1	65.4 - 79.5
contracts administrator	51.6 - 62.6	56.3 - 68.4	60.9 - 73.9
data entry clerk	29.4 - 34.0	32.2 - 37.2	34.6 - 40.0
document controller	31.5 - 36.4	34.5 - 39.9	37.0 - 42.8
executive assistant	50.9 - 62.6	56.8 - 69.8	62.3 - 76.6
export/import clerk	34.1 - 39.9	37.7 - 44.1	40.8 - 47.8
file clerk	31.8 - 36.7	36.0 - 41.6	39.2 - 45.3
human resources assistant	40.2 - 47.0	43.9 - 51.4	47.1 - 55.2
insurance claims clerk	32.5 - 37.6	35.5 - 41.1	38.4 - 44.3
legal assistant	44.4 - 54.0	51.0 - 61.9	56.9 - 69.2
mailroom clerk	30.7 - 35.0	33.4 - 38.2	35.7 - 40.7
office clerk	31.6 - 36.5	34.3 - 39.7	36.8 - 42.5
office manager	49.1 - 59.6	52.0 - 63.1	54.8 - 66.5
order clerk	32.3 - 37.3	35.4 - 40.9	38.2 - 44.1
order supervisor	49.2 - 58.4	55.0 - 65.3	60.4 - 71.6
project coordinator	42.5 - 51.0	46.0 - 55.2	49.4 - 59.2
receptionist	30.4 - 35.6	32.8 - 38.3	35.1 - 41.0
sales assistant	37.4 - 43.8	39.8 - 46.6	42.3 - 49.5
supply clerk	28.3 - 33.1	30.7 - 36.0	32.9 - 38.5

* these numbers represent annual base salaries before benefits, expressed in thousands of dollars

engineering



calgary

	experience		
	entry	mid	senior
architecture			
architect	61.6 - 81.3	70.2 - 94.6	80.8 - 108.5
architectural drafter	47.2 - 61.2	54.8 - 72.6	64.4 - 85.8
contracts administrator	57.3 - 75.6	65.0 - 87.1	74.2 - 98.5
project manager	76.7 - 105.1	88.9 - 123.6	103.1 - 141.1
specifications writer	54.3 - 69.9	61.4 - 80.1	69.6 - 89.9

	experience		
	entry	mid	senior
chemical			
chemical engineer	78.0 - 101.1	85.2 - 112.4	94.3 - 124.9
chemical technician	57.0 - 74.1	63.3 - 84.0	71.4 - 95.7

	experience		
	entry	mid	senior
civil			
civil engineer	63.7 - 84.3	72.7 - 97.6	83.3 - 110.5
civil engineering drafter	52.0 - 66.5	60.2 - 77.5	69.2 - 88.4
civil engineering technologist	49.5 - 64.5	55.9 - 73.9	63.6 - 83.6
environmental engineer	62.6 - 82.8	71.3 - 95.9	82.0 - 109.2
project manager	76.7 - 105.1	88.9 - 123.6	103.1 - 141.1
structural engineer	65.9 - 86.9	74.8 - 100.2	85.6 - 113.5
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	85.1 - 112.4	95.2 - 127.8	107.4 - 143.4
contracts administrator	57.3 - 75.6	65.0 - 87.1	74.2 - 98.5
estimator	62.1 - 80.7	69.0 - 91.1	77.5 - 102.5
operating engineer	44.9 - 61.0	52.1 - 71.1	59.8 - 80.9
procurement manager	78.0 - 102.3	87.9 - 116.9	99.5 - 130.8
project engineer	86.2 - 110.1	93.4 - 121.5	102.8 - 135.1
project manager	76.7 - 105.1	88.9 - 123.6	103.1 - 141.1
scheduler-planner	41.6 - 53.0	47.3 - 60.8	53.5 - 68.5
site supervisor	72.1 - 93.7	78.9 - 104.6	87.6 - 117.0

	experience		
	entry	mid	senior
electrical			
cnc programmer	53.0 - 69.9	60.2 - 80.6	68.7 - 91.7
controls designer/engineer	54.1 - 72.1	62.1 - 83.8	71.3 - 95.2

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	64.2 - 86.1	74.6 - 101.7	87.3 - 117.3
electrical engineering technician	52.3 - 66.9	59.6 - 77.3	68.1 - 87.7
electrical test engineer	69.6 - 92.5	80.0 - 108.1	92.6 - 123.8
transmission line engineer	73.6 - 92.6	79.5 - 101.8	87.2 - 112.4

	experience		
	entry	mid	senior
industrial management			
engineering manager	81.1 - 107.8	91.6 - 124.2	104.7 - 141.6
facilities manager	65.9 - 87.4	75.5 - 101.6	86.9 - 115.4
logistics coordinator	41.5 - 53.7	47.2 - 61.7	53.7 - 70.0
logistics manager	64.8 - 86.0	74.1 - 99.9	85.4 - 113.8
maintenance manager	55.2 - 73.8	64.7 - 86.7	74.5 - 96.5
operations manager	81.1 - 110.7	93.3 - 128.4	106.7 - 144.3
plant manager	87.0 - 118.4	101.8 - 140.8	119.4 - 162.7
production manager	83.3 - 108.3	92.9 - 123.0	104.8 - 138.7
purchasing manager	78.0 - 102.3	87.9 - 116.9	99.5 - 130.8
quality assurance manager	79.5 - 102.7	87.7 - 115.2	97.8 - 128.5
transportation manager	77.9 - 102.3	88.0 - 117.1	99.7 - 132.1
warehouse manager	61.3 - 79.7	68.1 - 90.1	76.5 - 100.9

	experience		
	entry	mid	senior
manufacturing			
applications engineer	72.1 - 96.4	84.8 - 114.9	99.5 - 131.3
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	52.3 - 69.8	60.3 - 82.0	70.1 - 95.0
field service technician	54.1 - 70.8	62.6 - 82.4	71.8 - 93.5
industrial engineer	69.1 - 89.7	76.7 - 101.1	86.0 - 112.8
manufacturing engineer	66.2 - 87.3	75.2 - 100.6	85.8 - 113.2
process engineer	59.2 - 78.6	67.8 - 91.2	77.8 - 103.0
program manager	69.5 - 89.6	79.0 - 103.5	90.3 - 117.9
project manager	76.7 - 105.1	88.9 - 123.6	103.1 - 141.1
quality assurance/control technician	61.7 - 82.4	72.3 - 97.6	84.3 - 111.0
quality control engineer	64.5 - 84.5	72.6 - 96.6	82.3 - 108.5
quality inspector	38.9 - 49.7	43.6 - 56.6	49.2 - 63.7
stationary engineer	51.5 - 67.2	58.3 - 76.9	66.0 - 86.1

	experience		
	entry	mid	senior
mechanical			
hvac engineer	55.1 - 70.6	61.9 - 80.3	69.7 - 89.7
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	50.9 - 66.0	57.2 - 76.1	65.7 - 88.7
mechanical engineer	74.1 - 97.3	83.8 - 112.0	95.6 - 127.1
mechanical engineering technician	52.7 - 68.9	59.9 - 79.5	68.3 - 89.3

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	52.1 - 68.2	59.4 - 78.8	67.8 - 89.1
controls engineer	54.1 - 72.1	62.1 - 83.8	71.3 - 95.2
pipeline engineer	61.0 - 79.3	79.0 - 110.9	110.3 - 165.0
pipng designer	59.3 - 72.8	72.7 - 91.2	91.0 - 105.0

	experience		
	entry	mid	senior
supply chain management			
buyer	57.2 - 74.7	65.0 - 86.0	74.2 - 97.8
contracts administrator	57.3 - 75.6	65.0 - 87.1	74.2 - 98.5
contracts manager	85.6 - 107.5	95.5 - 122.2	107.8 - 138.3
demand planner	47.2 - 66.3	58.3 - 81.6	69.8 - 93.6
expediter	39.7 - 51.4	45.2 - 59.0	51.3 - 66.6
inventory analyst	51.3 - 66.9	58.1 - 77.0	66.2 - 87.1
inventory control manager	65.5 - 85.3	73.1 - 97.0	82.5 - 109.5
logistics specialist	56.6 - 75.4	65.0 - 87.7	74.8 - 99.1
material manager	78.9 - 102.9	86.9 - 115.5	97.1 - 129.8
procurement manager	78.0 - 102.3	87.9 - 116.9	99.5 - 130.8
production planner	51.1 - 67.4	58.8 - 78.2	67.2 - 87.4
sourcing engineer	55.3 - 73.5	63.3 - 85.5	73.0 - 97.4

	experience		
	entry	mid	senior
utilities			
controls engineer	52.7 - 77.1	77.0 - 98.9	98.0 - 127.0
drafter	54.0 - 70.4	60.2 - 79.7	67.6 - 89.5
electrical engineer	69.0 - 92.6	80.3 - 109.6	93.9 - 126.6
estimation engineer	67.0 - 88.9	76.7 - 103.8	88.7 - 119.3
project manager	75.0 - 102.7	87.0 - 121.6	121.0 - 167.6
telecommunications technician	54.6 - 70.9	61.6 - 81.4	70.1 - 92.6

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
architecture			
architect	60.2 - 79.7	68.7 - 92.8	79.2 - 106.4
architectural drafter	46.0 - 59.5	53.4 - 70.5	62.6 - 83.4
contracts administrator	55.1 - 72.6	62.5 - 83.8	71.3 - 94.9
project manager	75.0 - 102.7	87.0 - 120.6	100.7 - 137.6
specifications writer	53.2 - 68.4	60.2 - 78.4	68.1 - 88.0

	experience		
	entry	mid	senior
chemical			
chemical engineer	75.6 - 98.3	82.7 - 109.4	91.6 - 121.7
chemical technician	55.5 - 72.1	61.6 - 81.7	69.4 - 93.1

	experience		
	entry	mid	senior
civil			
civil engineer	61.8 - 81.8	70.4 - 94.8	80.8 - 107.5
civil engineering drafter	50.7 - 64.6	58.5 - 75.3	67.2 - 86.0
civil engineering technologist	48.2 - 62.7	54.4 - 71.9	61.8 - 81.3
environmental engineer	60.7 - 80.3	69.2 - 93.2	79.5 - 106.3
project manager	75.0 - 102.7	87.0 - 120.6	100.7 - 137.6
structural engineer	63.9 - 84.3	72.5 - 97.4	83.0 - 110.5
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	83.3 - 109.7	93.1 - 124.7	104.9 - 139.9
contracts administrator	55.1 - 72.6	62.5 - 83.8	71.3 - 94.9
estimator	59.7 - 77.5	66.2 - 87.6	74.4 - 98.8
operating engineer	44.8 - 60.6	51.8 - 70.6	59.4 - 80.2
procurement manager	74.8 - 98.2	84.4 - 112.3	95.5 - 125.8
project engineer	84.4 - 107.5	91.4 - 118.5	100.5 - 131.8
project manager	75.0 - 102.7	87.0 - 120.6	100.7 - 137.6
scheduler-planner	40.4 - 51.7	46.0 - 59.3	52.1 - 66.8
site supervisor	70.5 - 91.7	77.2 - 102.2	85.8 - 114.2

	experience		
	entry	mid	senior
electrical			
cnc programmer	52.1 - 68.9	59.3 - 79.6	67.8 - 90.6
controls designer/engineer	52.7 - 70.1	60.4 - 81.5	69.4 - 92.7

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	62.2 - 83.5	72.3 - 98.9	84.7 - 114.2
electrical engineering technician	51.0 - 65.1	58.0 - 75.1	66.2 - 85.3
electrical test engineer	67.5 - 89.8	77.6 - 105.2	89.9 - 120.6
transmission line engineer	71.3 - 89.9	77.1 - 98.9	84.6 - 109.5

	experience		
	entry	mid	senior
industrial management			
engineering manager	79.3 - 105.3	89.6 - 121.2	102.3 - 138.1
facilities manager	63.8 - 84.8	73.1 - 98.8	84.3 - 112.3
logistics coordinator	40.7 - 52.5	46.2 - 60.4	52.5 - 68.5
logistics manager	62.2 - 82.5	71.1 - 95.9	81.9 - 109.3
maintenance manager	54.7 - 73.1	64.2 - 85.9	73.8 - 95.5
operations manager	78.0 - 106.4	89.7 - 123.3	102.5 - 138.7
plant manager	83.5 - 113.8	97.7 - 135.4	114.7 - 156.6
production manager	79.9 - 104.0	89.1 - 118.2	100.6 - 133.5
purchasing manager	74.8 - 98.2	84.4 - 112.3	95.5 - 125.8
quality assurance manager	76.3 - 98.6	84.2 - 110.6	93.9 - 123.5
transportation manager	74.8 - 98.2	84.4 - 112.5	95.7 - 127.1
warehouse manager	58.8 - 76.5	65.4 - 86.4	73.3 - 96.8

	experience		
	entry	mid	senior
manufacturing			
applications engineer	70.1 - 93.8	82.5 - 111.7	96.7 - 127.6
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	50.9 - 67.9	58.7 - 79.7	68.1 - 92.5
field service technician	52.7 - 68.9	60.9 - 80.2	69.8 - 91.0
industrial engineer	67.0 - 87.0	74.4 - 98.3	83.5 - 109.8
manufacturing engineer	64.2 - 84.7	72.9 - 97.7	83.2 - 110.2
process engineer	57.4 - 76.2	65.7 - 88.5	75.4 - 100.1
program manager	68.0 - 87.7	77.3 - 101.1	88.3 - 115.1
project manager	75.0 - 102.7	87.0 - 120.6	100.7 - 137.6
quality assurance/control technician	60.1 - 80.1	70.4 - 94.9	82.0 - 107.9
quality control engineer	62.5 - 82.0	70.4 - 93.8	79.8 - 105.6
quality inspector	38.3 - 49.0	42.9 - 55.8	48.5 - 62.8
stationary engineer	51.3 - 66.8	58.0 - 76.4	65.6 - 85.4

	experience		
	entry	mid	senior
mechanical			
hvac engineer	54.8 - 70.1	61.5 - 79.7	69.2 - 88.9
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	49.6 - 64.2	55.7 - 73.9	63.9 - 86.3
mechanical engineer	71.8 - 94.6	81.3 - 109.0	92.9 - 123.8
mechanical engineering technician	51.3 - 67.0	58.3 - 77.3	66.4 - 86.9

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	50.7 - 66.4	57.8 - 76.6	65.9 - 86.7
controls engineer	52.7 - 70.1	60.4 - 81.5	69.4 - 92.7
pipeline engineer	61.0 - 83.0	82.9 - 115.9	115.1 - 165.0
pipng designer	59.3 - 69.8	68.8 - 89.2	89.0 - 105.0

	experience		
	entry	mid	senior
supply chain management			
buyer	55.0 - 71.7	62.4 - 82.7	71.2 - 94.2
contracts administrator	55.1 - 72.6	62.5 - 83.8	71.3 - 94.9
contracts manager	82.2 - 103.3	91.7 - 117.4	103.5 - 133.0
demand planner	45.4 - 63.7	56.0 - 78.3	67.0 - 89.7
expediter	38.9 - 50.3	44.3 - 57.8	50.2 - 65.2
inventory analyst	49.3 - 64.2	55.8 - 73.9	63.6 - 83.5
inventory control manager	63.4 - 82.8	70.9 - 94.2	80.1 - 106.3
logistics specialist	54.5 - 72.4	62.4 - 84.3	71.8 - 95.5
material manager	75.7 - 98.8	83.4 - 111.0	93.2 - 124.8
procurement manager	74.8 - 98.2	84.4 - 112.3	95.5 - 125.8
production planner	50.0 - 66.0	57.6 - 76.5	65.7 - 85.5
sourcing engineer	53.1 - 70.5	60.8 - 82.1	70.0 - 93.5

	experience		
	entry	mid	senior
utilities			
controls engineer	52.7 - 75.6	75.3 - 98.1	98.0 - 127.0
drafter	54.0 - 70.4	60.2 - 79.7	67.6 - 89.5
electrical engineer	69.0 - 92.6	80.3 - 109.6	93.9 - 126.6
estimation engineer	67.0 - 88.9	76.7 - 103.8	88.7 - 119.3
project manager	75.0 - 102.7	87.0 - 120.6	100.7 - 137.6
telecommunications technician	54.6 - 70.9	61.6 - 81.4	70.1 - 92.6

vancouver

	experience		
	entry	mid	senior
architecture			
architect	60.0 - 79.5	68.5 - 92.5	79.0 - 106.2
architectural drafter	45.7 - 59.1	53.0 - 70.0	62.2 - 82.8
contracts administrator	55.5 - 73.2	63.0 - 84.4	71.8 - 95.6
project manager	75.5 - 103.4	87.5 - 121.5	101.4 - 138.7
specifications writer	53.8 - 69.1	60.8 - 79.2	68.8 - 88.9

	experience		
	entry	mid	senior
chemical			
chemical engineer	75.6 - 98.2	82.6 - 109.3	91.5 - 121.5
chemical technician	55.1 - 71.5	61.1 - 81.0	68.9 - 92.4

	experience		
	entry	mid	senior
civil			
civil engineer	61.8 - 81.7	70.4 - 94.7	80.7 - 107.4
civil engineering drafter	50.3 - 64.1	58.1 - 74.7	66.7 - 85.3
civil engineering technologist	47.9 - 62.2	54.1 - 71.3	61.4 - 80.6
environmental engineer	60.7 - 80.2	69.1 - 93.1	79.4 - 106.1
project manager	75.5 - 103.4	87.5 - 121.5	101.4 - 138.7
structural engineer	63.9 - 84.2	72.5 - 97.3	83.0 - 110.3
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	83.8 - 110.6	93.7 - 125.7	105.6 - 141.0
contracts administrator	55.5 - 73.2	63.0 - 84.4	71.8 - 95.6
estimator	60.2 - 78.1	66.7 - 88.3	75.0 - 155.0
operating engineer	44.2 - 59.9	51.1 - 69.7	58.6 - 79.2
procurement manager	75.4 - 99.1	85.1 - 113.4	96.3 - 127.0
project engineer	84.9 - 108.2	91.9 - 119.4	101.1 - 132.8
project manager	75.5 - 103.4	87.5 - 121.5	101.4 - 138.7
scheduler-planner	41.1 - 52.4	46.7 - 60.1	52.9 - 67.6
site supervisor	70.9 - 92.3	77.7 - 102.9	86.3 - 125.0

	experience		
	entry	mid	senior
electrical			
cnc programmer	51.7 - 68.3	58.8 - 78.9	67.1 - 89.7
controls designer/engineer	52.3 - 69.5	60.0 - 80.8	68.8 - 105.0

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	62.2 - 83.4	72.3 - 98.7	84.6 - 114.1
electrical engineering technician	50.6 - 64.6	57.6 - 74.5	65.7 - 84.6
electrical test engineer	67.4 - 89.7	77.5 - 105.0	89.8 - 120.4
transmission line engineer	71.3 - 89.8	77.0 - 98.8	84.5 - 109.3

	experience		
	entry	mid	senior
industrial management			
engineering manager	79.8 - 106.0	90.2 - 122.1	103.0 - 160.0
facilities manager	63.8 - 84.7	73.1 - 98.7	84.2 - 112.2
logistics coordinator	41.4 - 53.4	47.0 - 61.3	53.4 - 69.6
logistics manager	62.8 - 83.2	71.7 - 96.8	82.6 - 110.3
maintenance manager	54.9 - 73.3	64.3 - 86.0	74.0 - 95.7
operations manager	78.6 - 107.2	90.3 - 124.4	103.3 - 139.9
plant manager	84.2 - 114.9	98.6 - 136.7	115.8 - 158.0
production manager	80.5 - 105.0	89.9 - 119.4	101.5 - 134.7
purchasing manager	75.4 - 99.1	85.1 - 113.4	96.3 - 127.0
quality assurance manager	76.9 - 99.4	84.9 - 111.7	94.7 - 124.7
transportation manager	75.4 - 99.1	85.1 - 113.5	96.5 - 128.3
warehouse manager	59.3 - 77.1	65.9 - 87.1	73.9 - 97.7

	experience		
	entry	mid	senior
manufacturing			
applications engineer	70.8 - 94.6	83.2 - 112.7	97.6 - 128.7
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	50.5 - 67.4	58.2 - 79.1	67.6 - 91.8
field service technician	52.3 - 68.3	60.5 - 79.5	69.3 - 90.3
industrial engineer	67.0 - 86.9	74.3 - 98.2	83.4 - 109.6
manufacturing engineer	64.2 - 84.6	72.8 - 97.6	83.1 - 110.0
process engineer	57.4 - 76.1	65.6 - 88.4	75.4 - 105.0
program manager	68.4 - 88.2	77.7 - 101.8	88.8 - 120.0
project manager	75.5 - 103.4	87.5 - 121.5	101.4 - 138.7
quality assurance/control technician	60.7 - 80.9	71.0 - 95.7	82.7 - 108.8
quality control engineer	62.5 - 81.9	70.3 - 93.7	79.7 - 105.4
quality inspector	38.4 - 49.0	43.0 - 55.8	48.5 - 62.7
stationary engineer	50.4 - 65.6	57.0 - 75.1	64.5 - 84.0

	experience		
	entry	mid	senior
mechanical			
hvac engineer	54.9 - 70.1	61.6 - 79.7	69.2 - 89.0
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	49.3 - 63.7	55.3 - 73.4	63.4 - 85.6
mechanical engineer	71.8 - 94.4	81.2 - 108.8	92.8 - 123.7
mechanical engineering technician	51.0 - 66.5	57.9 - 76.6	65.9 - 86.2

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	50.4 - 65.8	57.4 - 76.0	65.4 - 86.0
controls engineer	52.3 - 69.5	60.0 - 80.8	68.8 - 92.0
pipeline engineer	61.0 - 79.3	79.0 - 110.9	110.3 - 165.0
pipng designer	59.3 - 72.8	72.7 - 91.2	91.0 - 105.0

	experience		
	entry	mid	senior
supply chain management			
buyer	55.5 - 72.3	62.9 - 83.3	71.8 - 94.9
contracts administrator	55.5 - 73.2	63.0 - 84.4	71.8 - 95.6
contracts manager	82.8 - 104.2	92.5 - 118.5	104.5 - 134.3
demand planner	46.2 - 64.6	56.9 - 79.4	68.0 - 91.0
expediter	39.7 - 51.2	45.1 - 58.7	51.1 - 66.2
inventory analyst	50.1 - 65.2	56.7 - 75.0	64.5 - 84.7
inventory control manager	63.9 - 83.3	71.4 - 94.8	80.6 - 107.0
logistics specialist	54.9 - 72.9	62.9 - 84.9	72.4 - 96.2
material manager	76.3 - 99.7	84.1 - 112.0	94.0 - 126.0
procurement manager	75.4 - 99.1	85.1 - 113.4	96.3 - 127.0
production planner	50.9 - 67.0	58.5 - 77.6	66.7 - 86.7
sourcing engineer	53.6 - 71.1	61.3 - 82.7	70.6 - 94.3

	experience		
	entry	mid	senior
utilities			
controls engineer	52.3 - 69.5	60.0 - 80.8	68.8 - 92.0
drafter	53.6 - 69.9	59.8 - 79.1	67.1 - 88.8
electrical engineer	69.0 - 92.5	80.2 - 109.5	93.8 - 126.5
estimation engineer	67.0 - 88.8	76.7 - 103.6	88.6 - 119.1
project manager	75.5 - 103.4	87.5 - 121.5	101.4 - 138.7
telecommunications technician	55.2 - 71.6	62.2 - 82.2	70.8 - 93.4

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
architecture			
architect	58.2 - 77.1	66.4 - 90.0	76.7 - 103.4
architectural drafter	45.0 - 58.1	52.2 - 68.8	61.2 - 81.4
contracts administrator	53.6 - 70.7	60.8 - 81.5	69.3 - 92.4
project manager	72.9 - 100.3	84.6 - 118.2	98.4 - 135.0
specifications writer	51.7 - 66.4	58.4 - 76.1	66.1 - 85.4

	experience		
	entry	mid	senior
chemical			
chemical engineer	73.1 - 95.1	79.9 - 106.0	88.6 - 118.0
chemical technician	54.2 - 70.3	60.1 - 79.7	67.7 - 90.9

	experience		
	entry	mid	senior
civil			
civil engineer	59.7 - 79.0	68.1 - 91.7	78.1 - 104.1
civil engineering drafter	49.5 - 63.0	57.1 - 73.5	65.6 - 83.8
civil engineering technologist	47.1 - 61.2	53.2 - 70.1	60.3 - 79.3
environmental engineer	58.7 - 77.6	66.9 - 90.1	76.8 - 102.9
project manager	72.9 - 100.3	84.6 - 118.2	98.4 - 135.0
structural engineer	61.8 - 81.5	70.1 - 94.3	80.3 - 107.0
structural engineering technologist	49.2 - 64.4	54.9 - 73.0	61.8 - 82.2

	experience		
	entry	mid	senior
construction			
construction manager	81.0 - 107.4	90.7 - 122.2	102.5 - 137.2
contracts administrator	53.6 - 70.7	60.8 - 81.5	69.3 - 92.4
estimator	58.1 - 75.4	64.4 - 85.2	72.4 - 96.2
operating engineer	43.3 - 58.6	50.0 - 68.2	57.3 - 77.6
procurement manager	72.9 - 95.7	82.2 - 109.6	93.1 - 122.9
project engineer	82.1 - 105.1	89.0 - 116.1	98.1 - 129.3
project manager	72.9 - 100.3	84.6 - 118.2	98.4 - 135.0
scheduler-planner	39.8 - 50.6	45.1 - 58.1	51.1 - 65.4
site supervisor	68.4 - 89.3	75.0 - 99.9	83.4 - 111.8

	experience		
	entry	mid	senior
electrical			
cnc programmer	50.6 - 66.8	57.5 - 77.2	65.7 - 87.9
controls designer/engineer	51.4 - 68.3	59.0 - 79.4	67.7 - 90.4

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	60.1 - 80.7	69.9 - 95.7	81.9 - 110.7
electrical engineering technician	49.8 - 63.5	56.6 - 73.3	64.6 - 83.2
electrical test engineer	65.2 - 86.9	75.0 - 101.8	86.9 - 116.9
transmission line engineer	68.9 - 86.9	74.5 - 95.7	81.8 - 106.0

	experience		
	entry	mid	senior
industrial management			
engineering manager	77.1 - 102.9	87.3 - 118.8	99.9 - 135.5
facilities manager	61.7 - 82.0	70.7 - 95.6	81.5 - 108.8
logistics coordinator	40.1 - 51.6	45.5 - 59.3	51.6 - 67.3
logistics manager	60.6 - 80.4	69.3 - 93.5	79.8 - 106.6
maintenance manager	52.8 - 70.5	61.8 - 82.8	71.1 - 92.1
operations manager	75.6 - 103.3	87.0 - 119.9	99.5 - 135.0
plant manager	81.4 - 111.1	95.3 - 132.4	112.0 - 153.1
production manager	77.8 - 101.5	86.9 - 115.4	98.1 - 130.4
purchasing manager	72.9 - 95.7	82.2 - 109.6	93.1 - 122.9
quality assurance manager	74.3 - 96.1	82.0 - 108.0	91.5 - 120.6
transportation manager	72.9 - 95.8	82.2 - 109.8	93.3 - 124.1
warehouse manager	57.4 - 74.5	63.7 - 84.2	71.5 - 94.4

	experience		
	entry	mid	senior
manufacturing			
applications engineer	68.6 - 91.8	80.7 - 109.5	94.7 - 125.2
continuous improvement engineer	53.2 - 71.0	61.0 - 82.9	70.3 - 94.2
field service engineer	49.7 - 66.2	57.3 - 77.8	66.5 - 90.3
field service technician	51.5 - 67.2	59.4 - 78.2	68.1 - 88.8
industrial engineer	64.8 - 84.1	71.9 - 95.1	80.7 - 106.3
manufacturing engineer	62.0 - 81.9	70.4 - 94.6	80.5 - 106.7
process engineer	55.6 - 73.7	63.5 - 85.6	72.9 - 96.9
program manager	66.0 - 85.3	75.1 - 98.7	86.0 - 112.7
project manager	72.9 - 100.3	84.6 - 118.2	98.4 - 135.0
quality assurance/control technician	58.8 - 78.4	68.9 - 92.9	80.2 - 105.8
quality control engineer	60.5 - 79.3	68.0 - 90.8	77.2 - 102.2
quality inspector	37.8 - 48.1	42.2 - 54.6	47.6 - 61.4
stationary engineer	49.0 - 63.7	55.4 - 72.9	62.6 - 81.4

	experience		
	entry	mid	senior
mechanical			
hvac engineer	53.3 - 68.1	59.8 - 77.4	67.2 - 86.4
hvac technician	47.3 - 62.0	53.8 - 71.7	61.5 - 80.8
mechanical drafter	48.4 - 62.6	54.4 - 72.1	62.3 - 84.1
mechanical engineer	69.4 - 91.5	78.6 - 105.5	89.9 - 120.1
mechanical engineering technician	50.1 - 65.4	56.9 - 75.3	64.8 - 84.7

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.6 - 64.7	56.4 - 74.7	64.3 - 84.6
controls engineer	51.4 - 68.3	59.0 - 79.4	67.7 - 90.4
pipeline engineer	61.0 - 79.3	79.0 - 110.9	110.3 - 165.0
pipng designer	59.3 - 72.8	72.7 - 91.2	91.0 - 105.0

	experience		
	entry	mid	senior
supply chain management			
buyer	53.6 - 69.8	60.7 - 80.4	69.3 - 91.6
contracts administrator	53.6 - 70.7	60.8 - 81.5	69.3 - 92.4
contracts manager	80.1 - 100.7	89.4 - 114.6	101.0 - 130.0
demand planner	44.3 - 61.8	54.4 - 76.0	65.0 - 87.1
expediter	38.4 - 49.5	43.6 - 56.8	49.4 - 64.0
inventory analyst	48.0 - 62.4	54.3 - 71.7	61.8 - 81.0
inventory control manager	62.4 - 81.5	69.7 - 92.8	78.8 - 104.9
logistics specialist	53.0 - 70.4	60.7 - 82.0	69.9 - 92.9
material manager	73.7 - 96.4	81.2 - 108.3	90.8 - 121.9
procurement manager	72.9 - 95.7	82.2 - 109.6	93.1 - 122.9
production planner	49.2 - 64.8	56.6 - 75.2	64.6 - 84.0
sourcing engineer	51.9 - 68.7	59.2 - 80.0	68.2 - 91.2

	experience		
	entry	mid	senior
utilities			
controls engineer	51.4 - 68.3	59.0 - 79.4	67.7 - 90.4
drafter	52.8 - 68.7	58.8 - 77.7	65.9 - 87.3
electrical engineer	66.7 - 89.6	77.6 - 106.2	90.8 - 122.8
estimation engineer	64.8 - 86.0	74.2 - 100.5	85.8 - 115.6
project manager	72.9 - 100.3	84.6 - 118.2	98.4 - 135.0
telecommunications technician	53.5 - 69.4	60.3 - 79.7	68.6 - 90.7

brampton

	experience		
	entry	mid	senior
architecture			
architect	57.5 - 76.3	65.7 - 89.0	75.8 - 102.3
architectural drafter	44.5 - 57.6	51.6 - 68.2	60.6 - 80.8
contracts administrator	53.4 - 70.6	60.6 - 81.6	69.3 - 92.7
project manager	72.4 - 99.9	84.2 - 117.9	98.0 - 134.9
specifications writer	51.5 - 66.4	58.3 - 76.2	66.1 - 85.7

	experience		
	entry	mid	senior
chemical			
chemical engineer	72.3 - 94.3	79.1 - 105.1	87.8 - 117.1
chemical technician	53.6 - 69.7	59.5 - 79.1	67.2 - 90.3

	experience		
	entry	mid	senior
civil			
civil engineer	59.0 - 78.2	67.3 - 90.9	77.3 - 103.2
civil engineering drafter	49.0 - 62.5	56.6 - 72.9	65.0 - 83.3
civil engineering technologist	46.6 - 60.6	52.7 - 69.5	59.8 - 78.7
environmental engineer	58.0 - 76.8	66.1 - 89.3	76.0 - 102.0
project manager	72.4 - 99.9	84.2 - 117.9	98.0 - 134.9
structural engineer	61.0 - 80.7	69.3 - 93.4	79.5 - 106.1
structural engineering technologist	53.5 - 69.3	68.2 - 71.6	70.4 - 79.8

	experience		
	entry	mid	senior
construction			
construction manager	80.6 - 107.0	90.3 - 122.0	102.2 - 137.1
contracts administrator	53.4 - 70.6	60.6 - 81.6	69.3 - 92.7
estimator	57.9 - 75.5	64.3 - 85.5	72.4 - 96.6
operating engineer	42.7 - 57.8	49.3 - 67.3	56.6 - 76.6
procurement manager	72.5 - 95.8	82.0 - 110.0	93.1 - 123.6
project engineer	81.6 - 104.8	88.6 - 115.8	97.7 - 129.1
project manager	72.4 - 99.9	84.2 - 117.9	98.0 - 134.9
scheduler-planner	39.3 - 50.2	44.7 - 57.6	50.6 - 64.9
site supervisor	68.0 - 88.9	74.6 - 99.5	83.0 - 111.5

	experience		
	entry	mid	senior
electrical			
cnc programmer	49.5 - 65.5	56.3 - 75.8	64.4 - 86.5
controls designer/engineer	50.9 - 67.8	58.4 - 78.9	67.1 - 89.9

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	59.4 - 79.9	69.2 - 94.8	81.0 - 109.8
electrical engineering technician	49.3 - 62.9	56.1 - 72.7	64.0 - 82.6
electrical test engineer	64.5 - 86.0	74.2 - 101.0	86.1 - 116.0
transmission line engineer	68.2 - 86.1	73.8 - 94.9	81.0 - 105.1

	experience		
	entry	mid	senior
industrial management			
engineering manager	76.6 - 102.6	86.9 - 118.5	99.5 - 135.3
facilities manager	61.0 - 81.2	69.9 - 94.7	80.7 - 107.9
logistics coordinator	39.7 - 51.3	45.1 - 58.9	51.3 - 66.9
logistics manager	60.2 - 80.1	68.9 - 93.6	79.5 - 107.0
maintenance manager	52.4 - 70.1	61.4 - 82.5	70.7 - 92.0
operations manager	75.5 - 103.3	86.9 - 120.1	99.6 - 135.4
plant manager	81.1 - 111.5	95.4 - 133.1	112.5 - 154.1
production manager	77.5 - 101.7	86.8 - 116.0	98.3 - 131.2
purchasing manager	72.5 - 95.8	82.0 - 110.0	93.1 - 123.6
quality assurance manager	74.0 - 96.2	81.8 - 108.4	91.5 - 121.3
transportation manager	72.5 - 95.9	82.0 - 110.2	93.3 - 124.8
warehouse manager	56.9 - 74.2	63.3 - 84.0	71.1 - 94.5

	experience		
	entry	mid	senior
manufacturing			
applications engineer	68.4 - 91.9	80.6 - 109.9	94.9 - 125.9
continuous improvement engineer	75.9 - 84.8	82.0 - 95.1	93.9 - 120.5
field service engineer	49.2 - 65.7	56.7 - 77.2	65.9 - 89.7
field service technician	51.0 - 66.6	58.9 - 77.6	67.5 - 88.2
industrial engineer	64.0 - 83.3	71.1 - 94.3	79.9 - 105.4
manufacturing engineer	61.3 - 81.1	69.7 - 93.7	79.7 - 105.8
process engineer	54.9 - 72.9	62.8 - 84.8	72.2 - 96.0
program manager	65.5 - 84.9	74.6 - 98.4	85.5 - 112.4
project manager	72.4 - 99.9	84.2 - 117.9	98.0 - 134.9
quality assurance/control technician	58.5 - 78.3	68.6 - 93.1	80.2 - 106.1
quality control engineer	59.7 - 78.5	67.2 - 89.9	76.4 - 101.3
quality inspector	36.9 - 47.1	41.3 - 53.6	46.6 - 60.3
stationary engineer	48.3 - 62.9	54.7 - 72.1	61.9 - 80.7

	experience		
	entry	mid	senior
mechanical			
hvac engineer	52.4 - 67.2	58.9 - 76.5	66.3 - 85.6
hvac technician	52.0 - 64.9	61.5 - 72.5	69.4 - 85.8
mechanical drafter	48.0 - 62.0	53.9 - 71.5	61.8 - 83.6
mechanical engineer	68.7 - 90.6	77.8 - 104.6	89.0 - 119.2
mechanical engineering technician	49.6 - 64.8	56.4 - 74.8	64.3 - 84.2

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.1 - 64.2	55.9 - 74.1	63.7 - 84.0
controls engineer	50.9 - 67.8	58.4 - 78.9	67.1 - 89.9
pipeline engineer	50.3 - 68.3	67.8 - 83.9	82.9 - 100.6
pipng designer	49.9 - 67.3	63.0 - 79.4	75.0 - 95.0

	experience		
	entry	mid	senior
supply chain management			
buyer	53.3 - 69.7	60.6 - 80.6	69.3 - 92.0
contracts administrator	53.4 - 70.6	60.6 - 81.6	69.3 - 92.7
contracts manager	79.8 - 101.0	89.3 - 115.2	101.2 - 130.8
demand planner	43.7 - 61.3	53.9 - 75.5	64.5 - 86.7
expediter	38.0 - 49.1	43.2 - 56.4	49.0 - 63.6
inventory analyst	47.4 - 61.8	53.7 - 71.2	61.2 - 80.6
inventory control manager	62.0 - 81.2	69.4 - 92.6	78.4 - 104.7
logistics specialist	52.8 - 70.4	60.6 - 82.1	69.8 - 93.3
material manager	73.4 - 96.5	81.0 - 108.7	90.8 - 122.6
procurement manager	72.5 - 95.8	82.0 - 110.0	93.1 - 123.6
production planner	48.8 - 64.4	56.2 - 74.7	64.1 - 83.6
sourcing engineer	51.4 - 68.3	58.8 - 79.7	67.8 - 91.1

	experience		
	entry	mid	senior
utilities			
controls engineer	50.9 - 67.8	58.4 - 78.9	67.1 - 89.9
drafter	52.2 - 68.1	58.2 - 77.1	65.4 - 86.7
electrical engineer	66.0 - 88.7	76.8 - 105.3	90.0 - 121.9
estimation engineer	64.0 - 85.2	73.4 - 99.6	84.9 - 114.7
project manager	72.4 - 99.9	84.2 - 117.9	98.0 - 134.9
telecommunications technician	53.2 - 69.2	60.0 - 79.6	68.4 - 90.8

these numbers represent annual base salaries and are expressed in thousands of dollars

brantford-burlington-hamilton-oakville

	experience		
	entry	mid	senior
architecture			
architect	63.0 - 72.0	70.4 - 90.8	90.6 - 102.5
architectural drafter	43.3 - 55.8	50.2 - 66.1	58.8 - 78.2
contracts administrator	53.0 - 68.5	58.9 - 79.0	76.3 - 89.6
project manager	73.0 - 99.2	82.6 - 115.5	96.0 - 132.2
specifications writer	50.2 - 64.5	56.8 - 73.9	64.2 - 83.0

	experience		
	entry	mid	senior
chemical			
chemical engineer	71.3 - 92.9	78.0 - 103.6	86.5 - 115.5
chemical technician	52.1 - 67.5	57.7 - 76.5	65.1 - 87.3

	experience		
	entry	mid	senior
civil			
civil engineer	58.3 - 77.1	66.4 - 89.6	76.2 - 101.8
civil engineering drafter	52.7 - 60.6	58.5 - 70.6	69.4 - 82.6
civil engineering technologist	53.7 - 69.7	68.4 - 71.0	70.0 - 79.5
environmental engineer	65.2 - 75.7	72.5 - 88.0	85.1 - 100.6
project manager	77.3 - 85.5	82.6 - 115.5	96.0 - 132.2
structural engineer	66.3 - 79.5	77.5 - 92.1	88.3 - 104.7
structural engineering technologist	53.5 - 69.3	68.2 - 71.6	70.4 - 79.8

	experience		
	entry	mid	senior
construction			
construction manager	82.7 - 94.2	88.5 - 119.5	110.6 - 134.4
contracts administrator	53.7 - 68.5	58.9 - 79.0	76.5 - 89.6
estimator	56.3 - 73.1	62.5 - 82.7	80.7 - 93.3
operating engineer	42.0 - 56.7	54.6 - 72.3	71.5 - 85.0
procurement manager	71.0 - 93.3	91.7 - 107.0	105.4 - 120.2
project engineer	80.1 - 95.7	93.8 - 113.5	112.8 - 126.5
project manager	71.1 - 84.7	82.6 - 110.6	108.9 - 132.2
scheduler-planner	50.6 - 58.3	56.8 - 68.3	66.3 - 72.9
site supervisor	70.5 - 87.2	84.3 - 97.5	96.2 - 109.2

	experience		
	entry	mid	senior
electrical			
cnc programmer	53.8 - 64.8	63.9 - 74.8	71.8 - 85.2
controls designer/engineer	55.0 - 65.6	64.0 - 80.4	79.3 - 94.8

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	62.1 - 75.2	73.0 - 88.7	86.0 - 103.6
electrical engineering technician	52.9 - 61.0	58.3 - 70.4	69.3 - 82.9
electrical test engineer	63.6 - 84.8	73.2 - 99.5	84.9 - 114.4
transmission line engineer	67.2 - 84.8	72.7 - 93.5	79.8 - 103.7

	experience		
	entry	mid	senior
industrial management			
engineering manager	75.2 - 100.5	92.9 - 116.1	110.4 - 147.0
facilities manager	68.5 - 80.0	76.4 - 93.4	91.9 - 106.4
logistics coordinator	52.9 - 60.2	58.0 - 71.7	69.2 - 78.6
logistics manager	70.1 - 77.9	75.3 - 82.9	81.9 - 104.1
maintenance manager	79.5 - 83.9	81.5 - 94.2	93.1 - 120.7
operations manager	82.0 - 101.1	94.1 - 120.4	118.2 - 145.7
plant manager	83.7 - 96.3	92.9 - 116.2	109.4 - 150.5
production manager	75.8 - 84.2	82.6 - 96.8	95.7 - 117.3
purchasing manager	71.0 - 85.1	82.7 - 99.8	97.4 - 120.2
quality assurance manager	72.3 - 84.6	79.9 - 96.8	95.3 - 110.6
transportation manager	70.9 - 86.3	80.1 - 101.8	98.4 - 117.3
warehouse manager	57.6 - 69.3	67.3 - 82.0	76.2 - 92.0

	experience		
	entry	mid	senior
manufacturing			
applications engineer	75.0 - 89.2	84.0 - 96.2	92.0 - 105.7
continuous improvement engineer	75.9 - 84.8	82.0 - 95.1	93.9 - 120.5
field service engineer	56.4 - 63.6	62.9 - 74.7	74.0 - 86.7
field service technician	53.0 - 61.8	61.4 - 72.0	68.7 - 85.3
industrial engineer	63.2 - 78.5	73.0 - 89.5	83.0 - 104.0
manufacturing engineer	70.4 - 85.3	83.0 - 92.4	89.5 - 101.8
process engineer	68.4 - 76.0	72.7 - 86.1	84.8 - 102.1
program manager	70.5 - 77.1	74.5 - 88.9	86.1 - 110.1
project manager	74.7 - 92.7	89.3 - 103.7	101.5 - 121.7
quality assurance/control technician	59.7 - 72.1	66.8 - 86.1	82.1 - 102.8
quality control engineer	62.1 - 70.4	66.3 - 84.1	82.6 - 99.9
quality inspector	48.0 - 54.3	52.1 - 59.0	57.7 - 71.7
stationary engineer	47.7 - 62.0	59.0 - 71.0	68.5 - 85.3

	experience		
	entry	mid	senior
mechanical			
hvac engineer	55.8 - 66.3	62.0 - 75.3	73.9 - 90.8
hvac technician	52.0 - 64.9	61.5 - 72.5	69.4 - 85.8
mechanical drafter	48.6 - 58.3	56.2 - 66.4	65.8 - 84.2
mechanical engineer	67.7 - 78.9	76.7 - 89.0	87.7 - 102.5
mechanical engineering technician	64.2 - 72.1	70.3 - 86.5	82.1 - 94.1

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	50.2 - 62.2	58.3 - 71.8	67.4 - 86.2
controls engineer	60.9 - 77.4	75.7 - 82.1	79.2 - 86.9
pipeline engineer	50.3 - 68.3	67.8 - 83.9	82.9 - 100.6
pipng designer	49.9 - 67.3	63.0 - 79.4	75.0 - 95.0

	experience		
	entry	mid	senior
supply chain management			
buyer	54.0 - 67.6	64.0 - 81.0	79.5 - 93.1
contracts administrator	52.0 - 64.3	60.3 - 77.1	74.1 - 89.6
contracts manager	78.0 - 98.3	87.1 - 112.0	98.5 - 127.3
demand planner	42.8 - 59.8	52.6 - 73.4	62.8 - 84.3
expediter	40.4 - 50.1	49.4 - 60.6	58.2 - 70.1
inventory analyst	47.8 - 62.1	59.3 - 69.3	67.4 - 78.4
inventory control manager	60.5 - 79.0	77.6 - 90.0	88.5 - 98.7
logistics specialist	55.7 - 68.2	66.5 - 79.5	77.3 - 94.7
material manager	76.3 - 94.0	87.5 - 107.5	98.1 - 119.2
procurement manager	77.4 - 95.2	89.1 - 108.1	97.1 - 116.4
production planner	52.1 - 60.1	57.6 - 68.2	67.1 - 77.4
sourcing engineer	50.3 - 66.8	57.5 - 77.8	66.3 - 88.8

	experience		
	entry	mid	senior
utilities			
controls engineer	57.1 - 65.6	63.7 - 87.4	84.1 - 99.7
drafter	53.8 - 61.5	58.3 - 74.7	69.5 - 86.5
electrical engineer	66.7 - 84.2	78.4 - 92.6	88.7 - 116.4
estimation engineer	63.2 - 83.9	72.4 - 87.4	83.7 - 113.2
project manager	71.1 - 88.3	83.9 - 102.8	96.0 - 132.2
telecommunications technician	52.0 - 67.4	58.6 - 77.3	74.1 - 88.1

these numbers represent annual base salaries and are expressed in thousands of dollars

kitchener-waterloo-cambridge-guelph

	experience		
	entry	mid	senior
architecture			
architect	61.8 - 70.5	68.2 - 88.5	87.2 - 99.5
architectural drafter	42.6 - 54.8	49.2 - 64.8	57.4 - 77.2
contracts administrator	51.8 - 67.9	57.5 - 78.2	75.4 - 88.9
project manager	72.5 - 98.2	81.5 - 112.6	95.1 - 129.5
specifications writer	48.9 - 62.9	55.2 - 72.5	62.9 - 81.5

	experience		
	entry	mid	senior
chemical			
chemical engineer	70.6 - 91.8	77.2 - 101.9	85.6 - 113.9
chemical technician	51.8 - 66.9	56.3 - 75.4	64.9 - 86.2

	experience		
	entry	mid	senior
civil			
civil engineer	57.8 - 75.6	65.4 - 87.2	75.1 - 99.8
civil engineering drafter	51.6 - 59.2	57.4 - 68.2	68.0 - 80.9
civil engineering technologist	51.8 - 68.9	67.5 - 70.2	68.9 - 78.2
environmental engineer	64.8 - 73.5	71.9 - 86.8	84.2 - 99.2
project manager	76.5 - 83.9	81.5 - 113.9	94.8 - 129.1
structural engineer	65.2 - 78.1	75.2 - 91.8	87.2 - 102.6
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	81.7 - 93.6	87.1 - 117.8	108.5 - 131.9
contracts administrator	51.9 - 67.5	57.2 - 77.6	75.2 - 88.2
estimator	55.6 - 72.6	61.8 - 81.7	79.6 - 91.6
operating engineer	41.6 - 55.2	53.6 - 71.8	70.4 - 84.6
procurement manager	70.2 - 91.5	90.7 - 105.6	104.2 - 118.7
project engineer	78.8 - 94.1	92.1 - 112.7	110.9 - 124.8
project manager	68.9 - 82.4	81.2 - 107.8	106.8 - 129.1
scheduler-planner	49.5 - 56.9	55.4 - 66.9	65.4 - 71.8
site supervisor	68.9 - 86.4	83.7 - 95.8	94.2 - 107.8

	experience		
	entry	mid	senior
electrical			
cnc programmer	51.8 - 62.4	61.8 - 73.9	70.2 - 83.6
controls designer/engineer	54.7 - 64.9	63.1 - 79.4	78.1 - 92.8

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	61.2 - 73.8	71.8 - 86.2	85.4 - 101.8
electrical engineering technician	51.2 - 60.1	56.9 - 68.5	67.4 - 81.3
electrical test engineer	61.9 - 82.5	71.4 - 98.1	82.6 - 112.5
transmission line engineer	66.2 - 82.1	71.4 - 92.6	78.1 - 101.5

	experience		
	entry	mid	senior
industrial management			
engineering manager	74.2 - 99.5	91.4 - 114.8	108.5 - 144.2
facilities manager	66.9 - 78.0	75.2 - 91.4	90.2 - 104.2
logistics coordinator	50.8 - 59.8	57.2 - 70.4	67.8 - 77.4
logistics manager	68.2 - 75.1	74.1 - 81.9	80.2 - 102.8
maintenance manager	77.4 - 81.7	79.6 - 92.7	91.8 - 118.2
operations manager	81.5 - 99.8	92.6 - 117.8	116.2 - 142.8
plant manager	81.5 - 94.8	91.8 - 113.8	107.9 - 148.6
production manager	73.6 - 82.9	81.4 - 94.9	93.6 - 115.9
purchasing manager	70.2 - 83.9	80.5 - 97.4	96.8 - 118.1
quality assurance manager	71.5 - 82.6	77.1 - 94.8	93.6 - 108.5
transportation manager	68.2 - 84.6	79.4 - 100.5	96.3 - 115.8
warehouse manager	55.4 - 68.2	66.1 - 81.2	75.4 - 90.8

	experience		
	entry	mid	senior
manufacturing			
applications engineer	74.1 - 87.2	82.5 - 94.8	91.7 - 102.5
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	54.1 - 61.8	61.4 - 72.1	71.5 - 84.5
field service technician	51.2 - 60.4	59.0 - 70.2	66.5 - 82.5
industrial engineer	62.5 - 75.2	68.2 - 87.1	81.4 - 102.5
manufacturing engineer	69.1 - 84.2	81.8 - 91.2	87.1 - 99.9
process engineer	67.1 - 74.2	70.8 - 84.1	82.9 - 100.5
program manager	68.9 - 75.4	73.8 - 87.1	84.8 - 108.1
project manager	72.1 - 91.5	87.1 - 102.8	100.4 - 118.6
quality assurance/control technician	57.8 - 71.5	65.1 - 84.1	81.6 - 100.5
quality control engineer	61.8 - 69.5	65.2 - 82.7	81.5 - 98.2
quality inspector	47.5 - 53.2	51.9 - 58.1	55.8 - 68.9
stationary engineer	45.6 - 61.2	57.8 - 69.5	66.9 - 83.5

	experience		
	entry	mid	senior
mechanical			
hvac engineer	54.8 - 64.2	61.8 - 78.3	78.1 - 89.5
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	47.9 - 57.8	55.2 - 64.8	64.1 - 82.9
mechanical engineer	65.2 - 77.1	75.2 - 88.1	85.2 - 100.8
mechanical engineering technician	62.1 - 70.5	69.2 - 85.4	81.4 - 92.8

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.8 - 61.2	57.4 - 70.2	66.1 - 84.8
controls engineer	59.8 - 75.1	72.5 - 80.8	78.1 - 85.2
pipeline engineer	49.5 - 67.2	66.1 - 81.8	80.2 - 99.5
pipng designer	48.5 - 66.2	61.8 - 77.8	74.1 - 93.8

	experience		
	entry	mid	senior
supply chain management			
buyer	53.2 - 65.8	62.1 - 80.2	77.1 - 92.5
contracts administrator	50.8 - 63.2	59.8 - 75.1	72.1 - 88.5
contracts manager	77.2 - 95.3	85.1 - 110.8	97.6 - 125.4
demand planner	41.9 - 58.2	50.6 - 72.4	61.8 - 82.9
expediter	40.0 - 49.5	48.6 - 59.8	56.3 - 68.9
inventory analyst	46.5 - 61.8	58.2 - 67.5	66.1 - 77.1
inventory control manager	59.2 - 77.8	76.3 - 88.2	86.2 - 93.8
logistics specialist	54.1 - 66.2	65.8 - 77.8	75.8 - 92.8
material manager	75.2 - 93.1	86.4 - 105.8	97.1 - 116.9
procurement manager	75.1 - 94.1	87.2 - 105.6	95.1 - 114.2
production planner	51.7 - 58.7	56.2 - 67.1	66.8 - 75.8
sourcing engineer	51.5 - 68.4	58.9 - 79.8	67.9 - 91.3

	experience		
	entry	mid	senior
utilities			
controls engineer	56.2 - 64.8	61.5 - 85.4	82.6 - 97.4
drafter	52.8 - 60.9	57.4 - 72.8	67.1 - 84.1
electrical engineer	64.8 - 82.8	76.3 - 90.8	86.5 - 114.2
estimation engineer	61.8 - 81.7	70.6 - 84.6	81.7 - 111.7
project manager	69.3 - 86.2	81.5 - 100.8	94.6 - 131.7
telecommunications technician	50.8 - 65.2	57.4 - 75.1	72.8 - 87.1

these numbers represent annual base salaries and are expressed in thousands of dollars

london

	experience		
	entry	mid	senior
architecture			
architect	57.1 - 75.8	65.2 - 88.3	75.3 - 101.6
architectural drafter	43.0 - 55.6	49.9 - 66.0	58.6 - 78.1
contracts administrator	52.2 - 68.9	59.2 - 79.6	67.6 - 90.3
project manager	70.8 - 97.3	82.1 - 114.7	95.4 - 131.4
specifications writer	50.1 - 64.5	56.7 - 74.0	64.2 - 83.1

	experience		
	entry	mid	senior
chemical			
chemical engineer	70.8 - 92.2	77.4 - 102.8	85.9 - 114.5
chemical technician	51.8 - 67.4	57.6 - 76.4	64.9 - 87.2

	experience		
	entry	mid	senior
civil			
civil engineer	57.8 - 76.6	65.9 - 88.9	75.7 - 101.0
civil engineering drafter	47.3 - 60.4	54.7 - 70.5	62.9 - 80.5
civil engineering technologist	45.0 - 58.6	50.9 - 67.2	57.8 - 76.1
environmental engineer	56.8 - 75.2	64.7 - 87.4	74.4 - 99.8
project manager	70.8 - 97.3	82.1 - 114.7	95.4 - 131.4
structural engineer	59.8 - 79.0	67.9 - 91.4	77.8 - 103.8
structural engineering technologist	43.2 - 61.2	61.0 - 76.1	76.0 - 82.9

	experience		
	entry	mid	senior
construction			
construction manager	78.6 - 104.2	88.0 - 118.7	99.5 - 133.6
contracts administrator	52.2 - 68.9	59.2 - 79.6	67.6 - 90.3
estimator	56.6 - 73.6	62.8 - 83.3	70.6 - 94.1
operating engineer	41.8 - 56.5	48.3 - 65.8	55.3 - 74.9
procurement manager	70.9 - 93.4	80.0 - 107.1	90.8 - 120.3
project engineer	79.7 - 102.0	86.4 - 112.7	95.2 - 125.7
project manager	70.8 - 97.3	82.1 - 114.7	95.4 - 131.4
scheduler-planner	38.2 - 48.8	43.4 - 55.9	49.2 - 63.0
site supervisor	66.4 - 86.7	72.8 - 96.9	81.0 - 108.5

	experience		
	entry	mid	senior
electrical			
cnc programmer	48.9 - 64.7	55.6 - 74.8	63.6 - 85.2
controls designer/engineer	49.2 - 65.5	56.5 - 76.2	64.9 - 86.8

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	58.2 - 78.2	67.7 - 92.7	79.3 - 107.4
electrical engineering technician	47.6 - 60.8	54.2 - 70.3	61.9 - 79.8
electrical test engineer	63.1 - 84.2	72.6 - 98.7	84.2 - 113.5
transmission line engineer	66.7 - 84.2	72.2 - 92.8	79.3 - 102.8

	experience		
	entry	mid	senior
industrial management			
engineering manager	74.8 - 99.9	84.7 - 115.3	96.9 - 131.9
facilities manager	59.7 - 79.4	68.5 - 92.7	79.0 - 105.6
logistics coordinator	38.6 - 49.7	43.8 - 57.1	49.7 - 64.9
logistics manager	58.9 - 78.2	67.4 - 91.2	77.7 - 104.1
maintenance manager	51.7 - 69.1	60.6 - 81.2	69.7 - 90.5
operations manager	73.2 - 100.2	84.3 - 116.5	96.5 - 131.5
plant manager	79.2 - 108.5	92.9 - 129.7	109.5 - 150.5
production manager	75.7 - 99.0	84.6 - 112.9	95.7 - 127.8
purchasing manager	70.9 - 93.4	80.0 - 107.1	90.8 - 120.3
quality assurance manager	72.3 - 93.7	79.8 - 105.5	89.2 - 118.0
transportation manager	70.8 - 93.4	80.1 - 107.3	91.0 - 121.5
warehouse manager	55.7 - 72.5	61.9 - 82.0	69.5 - 92.1

	experience		
	entry	mid	senior
manufacturing			
applications engineer	66.5 - 89.1	78.3 - 106.4	92.0 - 121.9
continuous improvement engineer	54.8 - 69.9	69.5 - 90.6	90.1 - 124.1
field service engineer	47.5 - 63.5	54.8 - 74.6	63.7 - 86.6
field service technician	49.2 - 64.4	56.9 - 75.0	65.3 - 85.2
industrial engineer	62.7 - 81.5	69.6 - 92.2	78.1 - 103.1
manufacturing engineer	60.0 - 79.3	68.2 - 91.7	78.0 - 103.5
process engineer	53.7 - 71.3	61.5 - 83.0	70.6 - 94.0
program manager	64.1 - 82.8	72.9 - 95.8	83.4 - 109.4
project manager	70.8 - 97.3	82.1 - 114.7	95.4 - 131.4
quality assurance/control technician	57.0 - 76.1	66.8 - 90.2	77.8 - 102.8
quality control engineer	58.5 - 76.8	65.8 - 88.0	74.7 - 99.1
quality inspector	36.6 - 46.6	40.9 - 53.1	46.2 - 59.6
stationary engineer	47.4 - 61.8	53.7 - 70.8	60.7 - 79.2

	experience		
	entry	mid	senior
mechanical			
hvac engineer	51.2 - 65.6	57.5 - 74.7	64.8 - 83.6
hvac technician	45.0 - 51.5	51.4 - 68.0	67.1 - 78.1
mechanical drafter	46.3 - 60.0	52.0 - 69.2	59.7 - 80.7
mechanical engineer	67.2 - 88.7	76.1 - 102.4	87.1 - 116.6
mechanical engineering technician	47.9 - 62.7	54.5 - 72.3	62.1 - 81.3

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	47.4 - 62.0	54.0 - 71.7	61.6 - 81.2
controls engineer	49.2 - 65.5	56.5 - 76.2	64.9 - 86.8
pipeline engineer	61.4 - 89.3	89.0 - 118.9	118.0 - 160.7
pipng designer	62.1 - 72.9	72.8 - 121.7	121.6 - 175.9

	experience		
	entry	mid	senior
supply chain management			
buyer	52.1 - 68.1	59.2 - 78.6	67.6 - 89.6
contracts administrator	52.2 - 68.9	59.2 - 79.6	67.6 - 90.3
contracts manager	77.9 - 98.3	87.1 - 112.1	98.5 - 127.3
demand planner	43.4 - 60.8	53.5 - 74.7	63.9 - 85.8
expediter	36.9 - 47.6	41.9 - 54.7	47.5 - 61.7
inventory analyst	47.1 - 61.3	53.3 - 70.6	60.7 - 79.8
inventory control manager	60.4 - 79.1	67.6 - 90.2	76.4 - 102.0
logistics specialist	51.6 - 68.7	59.2 - 80.1	68.1 - 90.9
material manager	71.7 - 94.0	79.1 - 105.8	88.5 - 119.3
procurement manager	70.9 - 93.4	80.0 - 107.1	90.8 - 120.3
production planner	47.3 - 62.4	54.5 - 72.5	62.2 - 81.0
sourcing engineer	50.3 - 66.8	57.5 - 77.8	66.3 - 88.8

	experience		
	entry	mid	senior
utilities			
controls engineer	49.2 - 65.5	56.5 - 76.2	64.9 - 86.8
drafter	50.5 - 65.8	56.3 - 74.6	63.2 - 83.8
electrical engineer	64.6 - 86.8	75.2 - 103.0	88.0 - 119.3
estimation engineer	62.7 - 83.3	71.8 - 97.4	83.1 - 112.2
project manager	70.8 - 97.3	82.1 - 114.7	95.4 - 131.4
telecommunications technician	51.8 - 67.3	58.4 - 77.3	66.5 - 88.0

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mississauga

	experience		
	entry	mid	senior
architecture			
architect	57.6 - 76.4	65.8 - 89.1	75.9 - 102.5
architectural drafter	44.6 - 57.7	51.7 - 68.3	60.7 - 80.9
contracts administrator	53.5 - 70.7	60.7 - 81.8	69.4 - 92.8
project manager	72.5 - 100.1	84.3 - 118.0	98.1 - 135.0
specifications writer	51.6 - 66.5	58.4 - 76.3	66.2 - 85.8

	experience		
	entry	mid	senior
chemical			
chemical engineer	72.4 - 94.4	79.3 - 105.2	87.9 - 117.2
chemical technician	53.7 - 69.8	59.6 - 79.2	67.3 - 90.5

	experience		
	entry	mid	senior
civil			
civil engineer	59.1 - 78.4	67.4 - 91.0	77.4 - 103.4
civil engineering drafter	49.1 - 62.6	56.7 - 73.0	65.1 - 83.4
civil engineering technologist	46.7 - 60.7	52.7 - 69.6	59.9 - 78.8
environmental engineer	58.1 - 77.0	66.2 - 89.4	76.2 - 102.2
project manager	72.5 - 100.1	84.3 - 118.0	98.1 - 135.0
structural engineer	61.1 - 80.8	69.4 - 93.5	79.6 - 106.3
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	80.7 - 107.2	90.5 - 122.2	102.3 - 137.3
contracts administrator	53.5 - 70.7	60.7 - 81.8	69.4 - 92.8
estimator	58.0 - 75.6	64.4 - 85.6	72.5 - 96.7
operating engineer	42.8 - 57.9	49.4 - 67.4	56.6 - 76.7
procurement manager	72.6 - 96.0	82.1 - 110.2	93.3 - 123.7
project engineer	81.8 - 104.9	88.7 - 116.0	97.9 - 129.2
project manager	72.5 - 100.1	84.3 - 118.0	98.1 - 135.0
scheduler-planner	39.4 - 50.3	44.8 - 57.7	50.7 - 65.0
site supervisor	68.1 - 89.1	74.7 - 99.6	83.1 - 111.6

	experience		
	entry	mid	senior
electrical			
cnc programmer	49.6 - 65.6	56.4 - 75.9	64.5 - 86.6
controls designer/engineer	51.0 - 67.9	58.5 - 79.0	67.2 - 90.0

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	59.5 - 80.0	69.3 - 94.9	81.2 - 109.9
electrical engineering technician	49.4 - 63.0	56.2 - 72.8	64.1 - 82.7
electrical test engineer	64.6 - 86.1	74.3 - 101.1	86.2 - 116.1
transmission line engineer	68.3 - 86.2	73.9 - 95.0	81.1 - 105.2

	experience		
	entry	mid	senior
industrial management			
engineering manager	76.7 - 102.7	87.0 - 118.7	99.7 - 135.5
facilities manager	61.1 - 81.3	70.0 - 94.9	80.8 - 108.1
logistics coordinator	39.8 - 51.3	45.2 - 59.0	51.3 - 67.0
logistics manager	60.3 - 80.2	69.0 - 93.7	79.7 - 107.1
maintenance manager	52.5 - 70.2	61.5 - 82.6	70.8 - 92.1
operations manager	75.6 - 103.5	87.0 - 120.3	99.7 - 135.5
plant manager	81.3 - 111.7	95.5 - 133.3	112.6 - 154.3
production manager	77.7 - 101.8	86.9 - 116.1	98.4 - 131.3
purchasing manager	72.6 - 96.0	82.1 - 110.2	93.3 - 123.7
quality assurance manager	74.1 - 96.3	81.9 - 108.5	91.7 - 121.4
transportation manager	72.6 - 96.0	82.2 - 110.3	93.5 - 125.0
warehouse manager	57.0 - 74.3	63.4 - 84.2	71.2 - 94.6

	experience		
	entry	mid	senior
manufacturing			
applications engineer	68.5 - 92.1	80.8 - 110.1	95.0 - 126.1
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	49.3 - 65.8	56.8 - 77.3	66.0 - 89.9
field service technician	51.0 - 66.7	59.0 - 77.7	67.6 - 88.4
industrial engineer	64.1 - 83.4	71.2 - 94.4	80.0 - 105.6
manufacturing engineer	61.4 - 81.2	69.8 - 93.8	79.8 - 106.0
process engineer	55.0 - 73.0	62.9 - 84.9	72.3 - 96.2
program manager	65.6 - 85.0	74.8 - 98.5	85.7 - 112.6
project manager	72.5 - 100.1	84.3 - 118.0	98.1 - 135.0
quality assurance/control technician	58.6 - 78.4	68.7 - 93.2	80.3 - 106.3
quality control engineer	59.8 - 78.6	67.3 - 90.1	76.5 - 101.5
quality inspector	36.9 - 47.1	41.3 - 53.7	46.6 - 60.4
stationary engineer	48.4 - 63.0	54.8 - 72.2	61.9 - 80.8

	experience		
	entry	mid	senior
mechanical			
hvac engineer	52.5 - 67.3	58.9 - 76.6	66.4 - 85.7
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	48.0 - 62.1	53.9 - 71.6	61.9 - 83.7
mechanical engineer	68.8 - 90.8	77.9 - 104.8	89.1 - 119.3
mechanical engineering technician	49.7 - 64.9	56.5 - 74.9	64.3 - 84.3

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.1 - 64.3	56.0 - 74.2	63.8 - 84.1
controls engineer	51.0 - 67.9	58.5 - 79.0	67.2 - 90.0
pipeline engineer	49.5 - 67.2	66.1 - 81.8	80.2 - 99.5
pipng designer	48.5 - 66.2	61.8 - 77.8	74.1 - 93.8

	experience		
	entry	mid	senior
supply chain management			
buyer	53.4 - 69.8	60.7 - 80.7	69.4 - 92.1
contracts administrator	53.5 - 70.7	60.7 - 81.8	69.4 - 92.8
contracts manager	79.9 - 101.1	89.4 - 115.3	101.3 - 130.9
demand planner	43.8 - 61.4	54.0 - 75.6	64.6 - 86.8
expediter	38.1 - 49.2	43.3 - 56.4	49.1 - 63.7
inventory analyst	47.5 - 61.9	53.8 - 71.3	61.3 - 80.7
inventory control manager	62.1 - 81.3	69.5 - 92.7	78.6 - 104.8
logistics specialist	52.9 - 70.5	60.7 - 82.3	69.9 - 93.4
material manager	73.5 - 96.6	81.1 - 108.9	90.9 - 122.7
procurement manager	72.6 - 96.0	82.1 - 110.2	93.3 - 123.7
production planner	48.9 - 64.5	56.3 - 74.8	64.2 - 83.7
sourcing engineer	51.5 - 68.4	58.9 - 79.8	67.9 - 91.3

	experience		
	entry	mid	senior
utilities			
controls engineer	51.0 - 67.9	58.5 - 79.0	67.2 - 90.0
drafter	52.3 - 68.2	58.3 - 77.3	65.5 - 86.9
electrical engineer	66.1 - 88.8	76.9 - 105.4	90.1 - 122.1
estimation engineer	64.1 - 85.3	73.5 - 99.7	85.0 - 114.8
project manager	72.5 - 100.1	84.3 - 118.0	98.1 - 135.0
telecommunications technician	53.2 - 69.3	60.1 - 79.7	68.5 - 90.9

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
architecture			
architect	59.3 - 78.5	67.6 - 91.4	78.0 - 105.0
architectural drafter	45.1 - 58.3	52.3 - 69.1	61.4 - 81.7
contracts administrator	55.2 - 72.8	62.6 - 84.0	71.5 - 95.2
project manager	74.8 - 102.7	86.8 - 120.9	100.7 - 138.0
specifications writer	53.3 - 68.6	60.3 - 78.5	68.3 - 88.2

	experience		
	entry	mid	senior
chemical			
chemical engineer	74.6 - 97.1	81.6 - 108.1	90.4 - 120.3
chemical technician	54.4 - 70.6	60.3 - 80.0	68.0 - 91.3

	experience		
	entry	mid	senior
civil			
civil engineer	61.0 - 80.7	69.5 - 93.6	79.7 - 106.3
civil engineering drafter	49.7 - 63.3	57.4 - 73.8	65.9 - 84.3
civil engineering technologist	47.3 - 61.4	53.4 - 70.4	60.6 - 79.7
environmental engineer	59.9 - 79.2	68.2 - 92.0	78.4 - 105.0
project manager	74.8 - 102.7	86.8 - 120.9	100.7 - 138.0
structural engineer	63.0 - 83.2	71.6 - 96.2	81.9 - 109.2
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	83.1 - 109.9	93.0 - 125.0	104.9 - 140.3
contracts administrator	55.2 - 72.8	62.6 - 84.0	71.5 - 95.2
estimator	59.9 - 77.7	66.4 - 87.9	74.6 - 99.2
operating engineer	43.6 - 59.0	50.4 - 68.7	57.8 - 78.1
procurement manager	74.2 - 97.6	83.7 - 111.7	94.9 - 125.3
project engineer	84.1 - 107.6	91.2 - 118.8	100.4 - 132.2
project manager	74.8 - 102.7	86.8 - 120.9	100.7 - 138.0
scheduler-planner	40.4 - 51.5	45.9 - 59.0	51.9 - 66.4
site supervisor	70.2 - 91.5	77.0 - 102.2	85.5 - 114.4

	experience		
	entry	mid	senior
electrical			
cnc programmer	50.3 - 66.5	57.2 - 76.8	65.4 - 87.5
controls designer/engineer	51.6 - 68.6	59.2 - 79.8	68.0 - 90.9

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	61.4 - 82.4	71.4 - 97.7	83.5 - 112.9
electrical engineering technician	50.0 - 63.7	56.8 - 73.6	64.9 - 83.6
electrical test engineer	66.6 - 88.7	76.6 - 103.9	88.7 - 119.3
transmission line engineer	70.3 - 88.7	76.1 - 97.7	83.5 - 108.2

	experience		
	entry	mid	senior
industrial management			
engineering manager	79.1 - 105.4	89.4 - 121.5	102.3 - 138.5
facilities manager	63.0 - 83.7	72.2 - 97.6	83.2 - 111.0
logistics coordinator	40.4 - 52.0	45.8 - 59.8	52.1 - 67.9
logistics manager	61.7 - 81.9	70.5 - 95.3	81.3 - 108.7
maintenance manager	54.2 - 72.3	63.5 - 84.9	73.0 - 94.4
operations manager	77.7 - 106.0	89.3 - 123.0	102.2 - 138.5
plant manager	82.9 - 113.2	97.1 - 134.9	114.2 - 156.0
production manager	79.3 - 103.4	88.5 - 117.7	100.0 - 132.9
purchasing manager	74.2 - 97.6	83.7 - 111.7	94.9 - 125.3
quality assurance manager	75.7 - 97.9	83.5 - 110.1	93.3 - 123.0
transportation manager	74.2 - 97.6	83.8 - 111.9	95.1 - 126.5
warehouse manager	58.3 - 75.9	64.8 - 85.8	72.7 - 96.2

	experience		
	entry	mid	senior
manufacturing			
applications engineer	70.5 - 94.4	83.0 - 112.7	97.5 - 128.9
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	49.9 - 66.5	57.5 - 78.1	66.7 - 90.7
field service technician	51.6 - 67.5	59.7 - 78.5	68.4 - 89.2
industrial engineer	66.1 - 85.9	73.4 - 97.1	82.3 - 108.5
manufacturing engineer	63.3 - 83.6	71.9 - 96.5	82.1 - 108.9
process engineer	56.7 - 75.2	64.8 - 87.4	74.4 - 98.9
program manager	67.8 - 87.5	77.0 - 101.1	88.1 - 115.3
project manager	74.8 - 102.7	86.8 - 120.9	100.7 - 138.0
quality assurance/control technician	60.5 - 80.6	70.8 - 95.6	82.5 - 108.9
quality control engineer	61.7 - 80.9	69.4 - 92.6	78.7 - 104.3
quality inspector	38.0 - 48.4	42.5 - 55.1	47.9 - 62.0
stationary engineer	49.6 - 64.6	56.2 - 74.0	63.5 - 82.7

	experience		
	entry	mid	senior
mechanical			
hvac engineer	53.3 - 68.2	59.8 - 77.5	67.3 - 86.6
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	48.6 - 62.9	54.6 - 72.4	62.6 - 84.5
mechanical engineer	70.9 - 93.4	80.2 - 107.7	91.7 - 122.5
mechanical engineering technician	50.3 - 65.6	57.1 - 75.7	65.1 - 85.1

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.7 - 65.0	56.6 - 75.0	64.6 - 85.0
controls engineer	51.6 - 68.6	59.2 - 79.8	68.0 - 90.9
pipeline engineer	49.5 - 67.2	66.1 - 81.8	80.2 - 99.5
pipng designer	48.5 - 66.2	61.8 - 77.8	74.1 - 93.8

	experience		
	entry	mid	senior
supply chain management			
buyer	55.2 - 71.9	62.6 - 82.9	71.4 - 94.5
contracts administrator	55.2 - 72.8	62.6 - 84.0	71.5 - 95.2
contracts manager	81.5 - 102.7	91.0 - 116.9	102.9 - 132.5
demand planner	45.6 - 63.8	56.2 - 78.4	67.1 - 89.9
expediter	38.7 - 49.9	43.9 - 57.2	49.8 - 64.5
inventory analyst	49.5 - 64.4	56.0 - 74.1	63.8 - 83.7
inventory control manager	63.6 - 83.0	71.1 - 94.5	80.3 - 106.8
logistics specialist	54.6 - 72.6	62.6 - 84.5	72.0 - 95.8
material manager	75.0 - 98.2	82.7 - 110.4	92.6 - 124.3
procurement manager	74.2 - 97.6	83.7 - 111.7	94.9 - 125.3
production planner	49.6 - 65.3	57.0 - 75.8	65.1 - 84.7
sourcing engineer	52.7 - 69.9	60.3 - 81.4	69.4 - 92.9

	experience		
	entry	mid	senior
utilities			
controls engineer	51.6 - 68.6	59.2 - 79.8	68.0 - 90.9
drafter	52.9 - 69.0	59.0 - 78.1	66.2 - 87.7
electrical engineer	68.1 - 91.4	79.2 - 108.4	92.7 - 125.3
estimation engineer	66.1 - 87.8	75.7 - 102.5	87.5 - 117.9
project manager	74.8 - 102.7	86.8 - 120.9	100.7 - 138.0
telecommunications technician	55.0 - 71.4	62.0 - 81.9	70.5 - 93.3

toronto

	experience		
	entry	mid	senior
architecture			
architect	60.8 - 80.9	69.5 - 94.6	80.4 - 108.9
architectural drafter	45.2 - 58.7	52.6 - 69.8	61.9 - 82.8
contracts administrator	55.8 - 73.9	63.4 - 85.4	72.5 - 97.0
project manager	76.2 - 105.2	88.6 - 124.1	103.2 - 141.9
specifications writer	53.7 - 69.3	60.8 - 79.4	69.0 - 89.3

	experience		
	entry	mid	senior
chemical			
chemical engineer	75.2 - 98.4	82.4 - 109.7	91.5 - 122.3
chemical technician	54.7 - 71.3	60.8 - 81.0	68.7 - 92.6

	experience		
	entry	mid	senior
civil			
civil engineer	61.3 - 81.5	70.0 - 94.8	80.5 - 107.8
civil engineering drafter	49.9 - 63.8	57.7 - 74.6	66.5 - 85.4
civil engineering technologist	47.4 - 61.9	53.6 - 71.1	61.0 - 80.6
environmental engineer	60.2 - 80.0	68.7 - 93.1	79.2 - 106.5
project manager	76.2 - 105.2	88.6 - 124.1	103.2 - 141.9
structural engineer	63.4 - 84.1	72.1 - 97.5	82.8 - 110.8
structural engineering technologist	52.8 - 68.3	67.4 - 70.5	69.5 - 78.2

	experience		
	entry	mid	senior
construction			
construction manager	84.8 - 112.7	95.1 - 128.4	107.6 - 144.3
contracts administrator	55.8 - 73.9	63.4 - 85.4	72.5 - 97.0
estimator	60.5 - 78.9	67.2 - 89.4	75.7 - 101.1
operating engineer	43.5 - 59.3	50.5 - 69.3	58.0 - 78.9
procurement manager	76.3 - 100.9	86.3 - 115.8	98.0 - 129.9
project engineer	85.9 - 110.3	93.3 - 122.0	102.9 - 135.9
project manager	76.2 - 105.2	88.6 - 124.1	103.2 - 141.9
scheduler-planner	40.7 - 52.3	46.4 - 60.1	52.7 - 67.8
site supervisor	71.5 - 93.6	78.4 - 104.8	87.4 - 117.4

	experience		
	entry	mid	senior
electrical			
cnc programmer	50.7 - 67.4	57.8 - 78.1	66.3 - 89.2
controls designer/engineer	51.9 - 69.3	59.6 - 80.8	68.6 - 92.2

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	61.7 - 83.2	71.9 - 98.9	84.4 - 114.6
electrical engineering technician	50.2 - 64.3	57.2 - 74.4	65.5 - 84.7
electrical test engineer	67.0 - 89.7	77.2 - 105.4	89.8 - 121.2
transmission line engineer	70.9 - 89.7	76.8 - 99.0	84.4 - 109.8

	experience		
	entry	mid	senior
industrial management			
engineering manager	80.6 - 108.0	91.4 - 124.8	104.8 - 142.4
facilities manager	63.3 - 84.5	72.7 - 98.9	84.1 - 112.7
logistics coordinator	40.2 - 52.1	45.8 - 60.1	52.2 - 68.4
logistics manager	63.3 - 84.3	72.5 - 98.5	83.7 - 112.6
maintenance manager	53.9 - 72.4	63.4 - 85.2	73.0 - 95.0
operations manager	79.4 - 109.2	91.6 - 127.0	105.2 - 143.1
plant manager	85.4 - 117.3	100.4 - 140.0	118.3 - 162.2
production manager	81.6 - 107.1	91.3 - 122.0	103.4 - 137.9
purchasing manager	76.3 - 100.9	86.3 - 115.8	98.0 - 129.9
quality assurance manager	77.8 - 101.3	86.1 - 114.0	96.4 - 127.6
transportation manager	76.3 - 100.9	86.4 - 116.0	98.3 - 131.3
warehouse manager	59.8 - 78.1	66.5 - 88.5	74.8 - 99.5

	experience		
	entry	mid	senior
manufacturing			
applications engineer	70.6 - 94.9	83.2 - 113.5	97.9 - 130.0
continuous improvement engineer	73.5 - 82.1	80.2 - 93.1	91.5 - 118.4
field service engineer	50.1 - 67.1	57.9 - 79.1	67.4 - 92.0
field service technician	51.9 - 68.1	60.1 - 79.5	69.1 - 90.5
industrial engineer	66.5 - 86.8	74.0 - 98.3	83.2 - 110.1
manufacturing engineer	63.7 - 84.5	72.4 - 97.8	83.0 - 110.5
process engineer	56.9 - 75.8	65.2 - 88.4	75.1 - 100.2
program manager	68.9 - 89.4	78.5 - 103.6	90.0 - 118.4
project manager	76.2 - 105.2	88.6 - 124.1	103.2 - 141.9
quality assurance/control technician	60.4 - 80.8	70.8 - 96.0	82.7 - 109.5
quality control engineer	62.0 - 81.7	69.9 - 93.8	79.5 - 105.8
quality inspector	37.3 - 47.9	41.9 - 54.7	47.4 - 61.6
stationary engineer	49.8 - 65.2	56.5 - 74.9	64.1 - 83.9

	experience		
	entry	mid	senior
mechanical			
hvac engineer	53.6 - 68.9	60.3 - 78.5	68.0 - 87.8
hvac technician	50.8 - 62.8	60.2 - 71.4	67.8 - 83.2
mechanical drafter	48.8 - 63.4	54.9 - 73.2	63.1 - 85.7
mechanical engineer	71.4 - 94.5	81.0 - 109.3	92.8 - 124.5
mechanical engineering technician	50.5 - 66.2	57.5 - 76.6	65.7 - 86.3

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.9 - 65.6	57.0 - 75.9	65.1 - 86.1
controls engineer	51.9 - 69.3	59.6 - 80.8	68.6 - 92.2
pipeline engineer	61.4 - 89.3	89.0 - 118.9	118.0 - 160.7
pipng designer	48.5 - 66.2	61.8 - 77.8	74.1 - 93.8

	experience		
	entry	mid	senior
supply chain management			
buyer	55.7 - 72.9	63.3 - 84.3	72.4 - 96.2
contracts administrator	55.8 - 73.9	63.4 - 85.4	72.5 - 97.0
contracts manager	84.0 - 106.3	94.0 - 121.2	106.5 - 137.5
demand planner	46.0 - 64.8	56.9 - 79.9	68.2 - 91.9
expediter	38.5 - 49.9	43.9 - 57.4	49.8 - 64.9
inventory analyst	50.0 - 65.3	56.7 - 75.3	64.7 - 85.4
inventory control manager	63.6 - 83.4	71.2 - 95.2	80.6 - 107.8
logistics specialist	55.1 - 73.6	63.3 - 85.9	73.0 - 97.6
material manager	77.2 - 101.6	85.3 - 114.4	95.6 - 128.9
procurement manager	76.3 - 100.9	86.3 - 115.8	98.0 - 129.9
production planner	49.6 - 65.8	57.3 - 76.5	65.5 - 85.6
sourcing engineer	53.9 - 71.8	61.8 - 83.9	71.3 - 96.0

	experience		
	entry	mid	senior
utilities			
controls engineer	51.9 - 69.3	59.6 - 80.8	68.6 - 92.2
drafter	53.2 - 69.6	59.4 - 79.0	66.8 - 88.9
electrical engineer	68.6 - 92.5	80.0 - 109.9	93.8 - 127.4
estimation engineer	66.5 - 88.8	76.4 - 104.0	88.5 - 119.8
project manager	76.2 - 105.2	88.6 - 124.1	103.2 - 141.9
telecommunications technician	54.9 - 71.4	62.0 - 82.1	70.6 - 93.7

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
architecture			
architect	58.2 - 77.3	66.5 - 90.2	76.8 - 103.7
architectural drafter	44.5 - 57.6	51.6 - 68.3	60.6 - 81.0
contracts administrator	54.3 - 71.8	61.7 - 82.9	70.4 - 94.0
project manager	73.0 - 100.7	84.8 - 118.8	98.7 - 136.1
specifications writer	52.8 - 68.0	59.7 - 78.0	67.7 - 87.7

	experience		
	entry	mid	senior
chemical			
chemical engineer	73.3 - 95.8	80.3 - 106.9	89.1 - 119.2
chemical technician	53.7 - 69.8	59.6 - 79.3	67.2 - 90.5

	experience		
	entry	mid	senior
civil			
civil engineer	59.8 - 79.4	68.2 - 92.3	78.5 - 105.0
civil engineering drafter	49.0 - 62.5	56.6 - 73.0	65.1 - 83.5
civil engineering technologist	46.6 - 60.7	52.7 - 69.6	59.8 - 78.9
environmental engineer	58.7 - 78.0	67.0 - 90.7	77.1 - 103.8
project manager	73.0 - 100.7	84.8 - 118.8	98.7 - 136.1
structural engineer	61.8 - 81.9	70.3 - 94.9	80.6 - 108.0
structural engineering technologist	53.5 - 69.3	68.2 - 71.6	70.4 - 79.8

	experience		
	entry	mid	senior
construction			
construction manager	81.2 - 107.8	91.0 - 123.0	102.9 - 138.4
contracts administrator	54.3 - 71.8	61.7 - 82.9	70.4 - 94.0
estimator	58.9 - 76.6	65.4 - 86.7	73.5 - 97.9
operating engineer	43.1 - 58.4	49.8 - 68.1	57.2 - 77.5
procurement manager	73.7 - 97.2	83.2 - 111.5	94.4 - 125.2
project engineer	82.2 - 105.5	89.2 - 116.7	98.4 - 130.2
project manager	73.0 - 100.7	84.8 - 118.8	98.7 - 136.1
scheduler-planner	40.2 - 51.2	45.6 - 58.7	51.6 - 66.1
site supervisor	68.5 - 89.6	75.1 - 100.2	83.6 - 112.3

	experience		
	entry	mid	senior
electrical			
cnc programmer	50.0 - 66.2	56.9 - 76.6	65.1 - 87.3
controls designer/engineer	50.9 - 67.8	58.5 - 79.0	67.2 - 90.1

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	60.2 - 81.1	70.1 - 96.4	82.2 - 111.7
electrical engineering technician	49.3 - 63.0	56.1 - 72.8	64.1 - 82.8
electrical test engineer	65.3 - 87.4	75.3 - 102.7	87.4 - 118.1
transmission line engineer	69.1 - 87.4	74.8 - 96.4	82.2 - 106.9

	experience		
	entry	mid	senior
industrial management			
engineering manager	77.2 - 103.3	87.5 - 119.4	100.2 - 136.6
facilities manager	61.8 - 82.4	70.9 - 96.3	81.9 - 109.8
logistics coordinator	39.9 - 51.5	45.3 - 59.2	51.5 - 67.2
logistics manager	61.3 - 81.4	70.1 - 94.9	80.8 - 108.4
maintenance manager	53.6 - 71.7	62.9 - 84.4	72.4 - 94.1
operations manager	76.9 - 105.6	88.6 - 122.8	101.6 - 138.5
plant manager	82.4 - 113.0	96.7 - 135.0	114.0 - 156.7
production manager	78.8 - 103.1	88.0 - 117.5	99.6 - 133.0
purchasing manager	73.7 - 97.2	83.2 - 111.5	94.4 - 125.2
quality assurance manager	75.1 - 97.5	83.0 - 109.8	92.8 - 122.9
transportation manager	73.7 - 97.2	83.3 - 111.7	94.7 - 126.5
warehouse manager	58.0 - 75.4	64.4 - 85.3	72.2 - 95.8

	experience		
	entry	mid	senior
manufacturing			
applications engineer	69.3 - 92.9	81.6 - 111.1	95.9 - 127.3
continuous improvement engineer	75.9 - 84.8	82.0 - 95.1	93.9 - 120.5
field service engineer	49.2 - 65.8	56.8 - 77.3	66.0 - 89.9
field service technician	51.0 - 66.7	58.9 - 77.7	67.6 - 88.5
industrial engineer	64.9 - 84.6	72.1 - 95.8	81.0 - 107.3
manufacturing engineer	62.1 - 82.3	70.6 - 95.2	80.8 - 107.7
process engineer	55.6 - 73.9	63.6 - 86.1	73.2 - 97.6
program manager	66.0 - 85.5	75.2 - 99.1	86.2 - 113.3
project manager	73.0 - 100.7	84.8 - 118.8	98.7 - 136.1
quality assurance/control technician	59.4 - 79.3	69.6 - 94.1	81.1 - 107.3
quality control engineer	60.5 - 79.6	68.2 - 91.4	77.5 - 103.1
quality inspector	37.1 - 47.2	41.4 - 53.8	46.7 - 60.6
stationary engineer	48.8 - 63.7	55.3 - 73.0	62.5 - 81.7

	experience		
	entry	mid	senior
mechanical			
hvac engineer	52.7 - 67.5	59.2 - 76.8	66.6 - 85.9
hvac technician	52.0 - 64.9	61.5 - 72.5	69.4 - 85.8
mechanical drafter	47.9 - 62.1	53.9 - 71.7	61.8 - 83.8
mechanical engineer	69.6 - 92.1	78.9 - 106.4	90.4 - 121.3
mechanical engineering technician	49.6 - 64.9	56.4 - 74.9	64.3 - 84.4

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	49.1 - 64.2	55.9 - 74.3	63.8 - 84.2
controls engineer	50.9 - 67.8	58.5 - 79.0	67.2 - 90.1
pipeline engineer	50.3 - 68.3	67.8 - 83.9	82.9 - 100.6
pipng designer	49.9 - 67.3	63.0 - 79.4	75.0 - 95.0

	experience		
	entry	mid	senior
supply chain management			
buyer	54.3 - 70.9	61.6 - 81.8	70.4 - 93.3
contracts administrator	54.3 - 71.8	61.7 - 82.9	70.4 - 94.0
contracts manager	81.0 - 102.3	90.6 - 116.7	102.6 - 132.6
demand planner	44.7 - 62.7	55.1 - 77.1	65.9 - 88.5
expediter	38.2 - 49.3	43.4 - 56.6	49.2 - 63.9
inventory analyst	48.5 - 63.2	54.9 - 72.8	62.6 - 82.3
inventory control manager	63.1 - 82.6	70.6 - 94.2	79.8 - 106.6
logistics specialist	53.7 - 71.5	61.6 - 83.4	70.9 - 94.6
material manager	74.5 - 97.8	82.2 - 110.2	92.1 - 124.2
procurement manager	73.7 - 97.2	83.2 - 111.5	94.4 - 125.2
production planner	49.0 - 64.7	56.4 - 75.1	64.4 - 83.9
sourcing engineer	52.4 - 69.4	59.9 - 80.9	69.0 - 92.4

	experience		
	entry	mid	senior
utilities			
controls engineer	50.9 - 67.8	58.5 - 79.0	67.2 - 90.1
drafter	52.2 - 68.2	58.2 - 77.3	65.4 - 86.9
electrical engineer	66.9 - 90.1	77.9 - 107.1	91.4 - 124.1
estimation engineer	64.9 - 86.5	74.4 - 101.3	86.2 - 116.8
project manager	73.0 - 100.7	84.8 - 118.8	98.7 - 136.1
telecommunications technician	54.0 - 70.1	60.9 - 80.6	69.3 - 91.8

québec

laval

	experience		
	entry	mid	senior
architecture			
architect	55.0 - 73.3	62.9 - 85.7	72.8 - 98.9
architectural drafter	41.9 - 54.3	48.6 - 64.5	57.2 - 76.5
contracts administrator	51.3 - 68.0	58.3 - 78.6	66.7 - 89.4
project manager	70.0 - 96.8	81.5 - 114.4	94.9 - 131.1
specifications writer	49.5 - 63.9	56.1 - 73.3	63.6 - 82.5

chemical

	entry	mid	senior
chemical engineer	69.5 - 91.1	76.2 - 101.9	84.7 - 113.7
chemical technician	50.5 - 65.9	56.2 - 74.9	63.5 - 85.7

civil

	entry	mid	senior
civil engineer	56.6 - 75.3	64.7 - 87.8	74.4 - 100.0
civil engineering drafter	46.1 - 59.0	53.4 - 68.9	61.4 - 78.9
civil engineering technologist	43.8 - 57.2	49.6 - 65.7	56.4 - 74.5
environmental engineer	55.6 - 74.0	63.5 - 86.2	73.2 - 98.8
project manager	70.0 - 96.8	81.5 - 114.4	94.9 - 131.1
structural engineer	58.6 - 77.7	66.6 - 90.3	76.5 - 102.9
structural engineering technologist	49.3 - 64.4	54.8 - 73.4	62.0 - 84.2

construction

	entry	mid	senior
construction manager	77.9 - 103.8	87.4 - 118.4	99.0 - 133.3
contracts administrator	51.3 - 68.0	58.3 - 78.6	66.7 - 89.4
estimator	55.7 - 72.6	61.9 - 82.3	69.7 - 93.1
operating engineer	40.5 - 55.0	46.9 - 64.2	53.8 - 73.1
procurement manager	70.1 - 92.8	79.3 - 106.6	90.2 - 119.9
project engineer	79.0 - 101.5	85.7 - 112.4	94.6 - 125.4
project manager	70.0 - 96.8	81.5 - 114.4	94.9 - 131.1
scheduler-planner	37.6 - 48.2	42.8 - 55.3	48.6 - 62.4
site supervisor	65.7 - 86.1	72.1 - 96.4	80.3 - 108.1

electrical

	entry	mid	senior
cnc programmer	46.9 - 62.3	53.4 - 72.1	61.2 - 82.2
controls designer/engineer	47.9 - 64.0	55.1 - 74.7	63.4 - 85.3

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	57.0 - 77.0	66.5 - 91.7	78.1 - 106.5
electrical engineering technician	46.4 - 59.4	52.9 - 68.8	60.5 - 78.3
electrical test engineer	61.9 - 83.0	71.4 - 97.8	83.1 - 112.7
transmission line engineer	65.5 - 83.1	70.9 - 91.7	78.1 - 101.9

industrial management

	entry	mid	senior
engineering manager	74.1 - 99.4	84.0 - 115.0	96.4 - 131.6
facilities manager	58.5 - 78.2	67.2 - 91.6	77.8 - 104.7
logistics coordinator	37.5 - 48.5	42.7 - 55.9	48.6 - 63.6
logistics manager	58.2 - 77.5	66.6 - 90.6	77.0 - 103.7
maintenance manager	50.4 - 67.6	59.2 - 79.6	68.2 - 88.8
operations manager	72.0 - 98.9	82.9 - 115.2	95.2 - 130.1
plant manager	78.5 - 108.1	92.4 - 129.3	109.0 - 150.1
production manager	75.0 - 98.5	84.0 - 112.4	95.1 - 127.4
purchasing manager	70.1 - 92.8	79.3 - 106.6	90.2 - 119.9
quality assurance manager	71.5 - 93.2	79.1 - 105.0	88.6 - 117.6
transportation manager	70.1 - 92.8	79.4 - 106.8	90.4 - 121.1
warehouse manager	55.0 - 71.8	61.2 - 81.3	68.7 - 91.5

manufacturing

	entry	mid	senior
applications engineer	65.2 - 87.9	77.0 - 105.5	90.8 - 121.1
continuous improvement engineer	52.6 - 70.1	60.2 - 81.8	69.4 - 92.9
field service engineer	46.3 - 62.0	53.5 - 73.1	62.3 - 85.1
field service technician	48.0 - 62.9	55.6 - 73.5	63.8 - 83.7
industrial engineer	61.4 - 80.3	68.4 - 91.1	76.9 - 102.2
manufacturing engineer	58.8 - 78.1	66.9 - 90.6	76.7 - 102.6
process engineer	52.6 - 70.1	60.2 - 81.8	69.4 - 92.9
program manager	63.3 - 82.1	72.2 - 95.3	82.8 - 109.0
project manager	70.0 - 96.8	81.5 - 114.4	94.9 - 131.1
quality assurance/control technician	55.7 - 74.7	65.4 - 89.0	76.5 - 101.8
quality control engineer	57.3 - 75.6	64.6 - 86.9	73.5 - 98.2
quality inspector	34.8 - 44.5	39.0 - 50.7	44.0 - 57.1
stationary engineer	46.1 - 60.3	52.3 - 69.2	59.2 - 77.5

	experience		
	entry	mid	senior
mechanical			
hvac engineer	49.5 - 63.6	55.7 - 72.5	62.8 - 81.1
hvac technician	46.7 - 61.2	53.2 - 70.7	60.7 - 79.8
mechanical drafter	45.1 - 58.6	50.7 - 67.7	58.3 - 79.2
mechanical engineer	66.0 - 87.6	74.9 - 101.4	85.9 - 115.8
mechanical engineering technician	46.7 - 61.2	53.2 - 70.7	60.7 - 79.8

oil, gas and petroleum

	entry	mid	senior
controls technician	46.2 - 60.6	52.7 - 70.1	60.2 - 79.6
controls engineer	47.9 - 64.0	55.1 - 74.7	63.4 - 85.3
pipeline engineer	66.0 - 87.6	74.9 - 101.4	85.9 - 115.8
pipng designer	45.1 - 58.6	50.7 - 67.7	58.3 - 79.2

supply chain management

	entry	mid	senior
buyer	51.3 - 67.1	58.3 - 77.6	66.6 - 88.6
contracts administrator	51.3 - 68.0	58.3 - 78.6	66.7 - 89.4
contracts manager	77.2 - 97.8	86.4 - 111.6	98.0 - 126.9
demand planner	42.4 - 59.6	52.3 - 73.4	62.7 - 84.5
expediter	35.9 - 46.5	40.9 - 53.5	46.4 - 60.4
inventory analyst	46.0 - 60.1	52.2 - 69.3	59.5 - 78.5
inventory control manager	58.8 - 77.2	65.8 - 88.3	74.6 - 100.2
logistics specialist	50.8 - 67.7	58.3 - 79.1	67.2 - 89.9
material manager	71.0 - 93.4	78.4 - 105.3	87.9 - 118.9
procurement manager	70.1 - 92.8	79.3 - 106.6	90.2 - 119.9
production planner	46.2 - 61.2	53.3 - 71.2	60.9 - 79.7
sourcing engineer	49.6 - 66.0	56.8 - 77.1	65.6 - 88.2

utilities

	entry	mid	senior
controls engineer	47.9 - 64.0	55.1 - 74.7	63.4 - 85.3
drafter	49.2 - 64.4	54.9 - 73.0	61.8 - 82.2
electrical engineer	63.3 - 85.7	73.9 - 102.1	86.9 - 118.5
estimation engineer	61.5 - 82.2	70.6 - 96.4	81.9 - 111.4
project manager	70.0 - 96.8	81.5 - 114.4	94.9 - 131.1
telecommunications technician	50.6 - 66.0	57.2 - 76.0	65.2 - 86.8

	experience		
	entry	mid	senior
architecture			
architect	55.7 - 74.2	63.8 - 86.9	73.8 - 100.2
architectural drafter	42.3 - 55.0	49.2 - 65.3	57.9 - 77.6
contracts administrator	52.0 - 68.9	59.1 - 79.7	67.6 - 90.5
project manager	70.9 - 98.1	82.5 - 115.9	96.2 - 132.7
specifications writer	50.1 - 64.7	56.8 - 74.3	64.4 - 83.6

	experience		
	entry	mid	senior
chemical			
chemical engineer	70.4 - 92.4	77.2 - 103.2	85.9 - 115.2
chemical technician	51.2 - 66.8	56.9 - 75.9	64.3 - 86.8

	experience		
	entry	mid	senior
civil			
civil engineer	57.3 - 76.3	65.5 - 89.0	75.4 - 101.4
civil engineering drafter	46.7 - 59.7	54.0 - 69.8	62.2 - 80.0
civil engineering technologist	49.3 - 64.4	54.8 - 73.4	62.0 - 84.2
environmental engineer	56.3 - 74.9	64.3 - 87.4	74.1 - 100.2
project manager	70.9 - 98.1	82.5 - 115.9	96.2 - 132.7
structural engineer	59.3 - 78.8	67.5 - 91.5	77.6 - 104.3
structural engineering technologist	49.2 - 64.4	54.9 - 73.0	61.8 - 82.2

	experience		
	entry	mid	senior
construction			
construction manager	79.0 - 105.1	88.6 - 120.0	100.3 - 135.0
contracts administrator	52.0 - 68.9	59.1 - 79.7	67.6 - 90.5
estimator	56.4 - 73.6	62.7 - 83.4	70.6 - 94.4
operating engineer	40.9 - 55.7	47.4 - 65.0	54.5 - 74.1
procurement manager	71.1 - 94.0	80.4 - 108.0	91.4 - 121.4
project engineer	80.0 - 102.9	86.9 - 113.9	95.9 - 127.0
project manager	70.9 - 98.1	82.5 - 115.9	96.2 - 132.7
scheduler-planner	38.0 - 48.8	43.3 - 56.0	49.2 - 63.2
site supervisor	66.5 - 87.2	73.0 - 97.7	81.4 - 109.6

	experience		
	entry	mid	senior
electrical			
cnc programmer	47.4 - 63.0	54.1 - 73.0	62.0 - 83.3
controls designer/engineer	48.5 - 64.9	55.8 - 75.7	64.2 - 86.4

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	57.7 - 78.0	67.3 - 92.9	79.1 - 107.9
electrical engineering technician	46.9 - 60.1	53.5 - 69.7	61.3 - 79.3
electrical test engineer	62.7 - 84.1	72.3 - 99.1	84.2 - 114.2
transmission line engineer	66.3 - 84.2	71.9 - 93.0	79.1 - 103.3

	experience		
	entry	mid	senior
industrial management			
engineering manager	82.0 - 100.7	88.0 - 116.5	97.7 - 133.2
facilities manager	59.2 - 79.2	68.1 - 92.9	78.8 - 106.1
logistics coordinator	37.9 - 49.1	43.2 - 56.6	49.1 - 64.4
logistics manager	65.0 - 78.5	69.0 - 91.8	78.0 - 105.0
maintenance manager	62.0 - 74.0	68.0 - 80.7	73.0 - 90.0
operations manager	72.9 - 100.2	84.0 - 116.7	96.5 - 131.7
plant manager	79.5 - 109.5	93.6 - 130.9	110.4 - 151.8
production manager	76.0 - 99.8	85.1 - 113.9	96.4 - 129.0
purchasing manager	71.1 - 94.0	80.4 - 108.0	91.4 - 121.4
quality assurance manager	72.5 - 94.4	80.2 - 106.4	89.8 - 119.1
transportation manager	71.0 - 94.0	80.4 - 108.2	91.6 - 122.7
warehouse manager	55.7 - 72.7	61.9 - 82.4	69.6 - 92.7

	experience		
	entry	mid	senior
manufacturing			
applications engineer	66.0 - 89.1	78.0 - 106.9	92.0 - 122.7
continuous improvement engineer	53.2 - 71.0	61.0 - 82.9	70.3 - 94.2
field service engineer	46.9 - 62.8	54.2 - 74.0	63.0 - 86.2
field service technician	48.5 - 63.7	56.2 - 74.4	64.6 - 84.8
industrial engineer	62.2 - 81.4	69.3 - 92.4	78.0 - 103.6
manufacturing engineer	59.6 - 79.2	67.8 - 91.8	77.7 - 104.0
process engineer	53.2 - 71.0	61.0 - 82.9	70.3 - 94.2
program manager	64.1 - 83.2	73.1 - 96.5	83.8 - 110.5
project manager	70.9 - 98.1	82.5 - 115.9	96.2 - 132.7
quality assurance/control technician	56.4 - 75.7	66.3 - 90.2	77.5 - 103.1
quality control engineer	58.0 - 76.6	65.4 - 88.0	74.5 - 99.5
quality inspector	35.1 - 45.0	39.4 - 51.3	44.5 - 57.9
stationary engineer	46.6 - 61.0	52.9 - 70.1	60.0 - 78.5

	experience		
	entry	mid	senior
mechanical			
hvac engineer	50.1 - 64.4	56.4 - 73.5	63.6 - 82.2
hvac technician	47.3 - 62.0	53.8 - 71.7	61.5 - 80.8
mechanical drafter	45.6 - 59.3	51.4 - 68.5	59.1 - 80.2
mechanical engineer	66.8 - 88.7	75.9 - 102.8	87.1 - 117.3
mechanical engineering technician	47.3 - 62.0	53.8 - 71.7	61.5 - 80.8

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	46.0 - 61.4	53.3 - 71.1	61.0 - 80.7
controls engineer	48.5 - 64.9	55.8 - 75.7	64.2 - 86.4
pipeline engineer	66.8 - 88.7	75.9 - 102.8	87.1 - 117.3
pipng designer	45.6 - 59.3	51.4 - 68.5	59.1 - 80.2

	experience		
	entry	mid	senior
supply chain management			
buyer	51.9 - 68.0	59.0 - 78.6	67.5 - 89.8
contracts administrator	52.0 - 68.9	59.1 - 79.7	67.6 - 90.5
contracts manager	78.2 - 99.1	87.6 - 113.1	99.3 - 128.5
demand planner	42.9 - 60.3	53.0 - 74.4	63.5 - 85.6
expediter	36.3 - 47.1	41.3 - 54.1	46.9 - 61.2
inventory analyst	46.5 - 60.8	52.8 - 70.2	60.2 - 79.5
inventory control manager	59.5 - 78.3	66.7 - 89.5	75.6 - 101.5
logistics specialist	51.4 - 68.6	59.0 - 80.2	68.1 - 91.1
material manager	71.9 - 94.7	79.4 - 106.7	89.1 - 120.4
procurement manager	71.1 - 94.0	80.4 - 108.0	91.4 - 121.4
production planner	46.7 - 61.9	53.9 - 72.1	61.7 - 80.8
sourcing engineer	50.2 - 66.9	57.5 - 78.1	66.4 - 89.4

	experience		
	entry	mid	senior
utilities			
controls engineer	48.5 - 64.9	55.8 - 75.7	64.2 - 86.4
drafter	49.8 - 65.2	55.6 - 74.0	62.5 - 83.3
electrical engineer	64.2 - 86.8	74.9 - 103.4	88.1 - 120.1
estimation engineer	62.2 - 83.3	71.5 - 97.7	83.0 - 112.9
project manager	70.9 - 98.1	82.5 - 115.9	96.2 - 132.7
telecommunications technician	51.2 - 66.8	57.9 - 77.0	66.0 - 88.0

these numbers represent annual base salaries and are expressed in thousands of dollars

québec

québec city

	experience		
	entry	mid	senior
architecture			
architect	53.2 - 71.0	60.9 - 83.2	70.6 - 96.1
architectural drafter	40.5 - 52.4	47.0 - 62.2	55.2 - 73.9
contracts administrator	49.1 - 65.1	55.8 - 75.5	63.9 - 86.0
project manager	67.5 - 93.5	78.6 - 110.7	91.6 - 127.1
specifications writer	47.7 - 61.6	54.1 - 70.8	61.4 - 79.8

	experience		
	entry	mid	senior
chemical			
chemical engineer	66.8 - 87.5	73.2 - 97.7	81.3 - 109.2
chemical technician	48.8 - 63.6	54.2 - 72.3	61.2 - 82.9

	experience		
	entry	mid	senior
civil			
civil engineer	54.4 - 72.4	62.2 - 84.3	71.5 - 96.0
civil engineering drafter	44.5 - 56.9	51.5 - 66.5	59.3 - 76.3
civil engineering technologist	49.3 - 64.4	54.8 - 73.4	62.0 - 84.2
environmental engineer	53.5 - 71.1	61.0 - 82.8	70.3 - 94.8
project manager	67.5 - 93.5	78.6 - 110.7	91.6 - 127.1
structural engineer	56.3 - 74.7	64.0 - 86.7	73.5 - 98.7
structural engineering technologist	49.2 - 64.4	54.9 - 73.0	61.8 - 82.2

	experience		
	entry	mid	senior
construction			
construction manager	75.1 - 100.3	84.4 - 114.6	95.6 - 129.3
contracts administrator	49.1 - 65.1	55.8 - 75.5	63.9 - 86.0
estimator	53.3 - 69.7	59.3 - 79.1	66.8 - 89.7
operating engineer	41.0 - 53.9	45.9 - 62.9	52.7 - 71.7
procurement manager	67.4 - 89.5	76.3 - 103.1	86.9 - 116.1
project engineer	76.1 - 98.1	82.7 - 108.7	91.4 - 121.5
project manager	67.5 - 93.5	78.6 - 110.7	91.6 - 127.1
scheduler-planner	36.7 - 46.8	41.7 - 53.7	47.2 - 60.5
site supervisor	63.3 - 83.0	69.5 - 93.1	77.4 - 104.5

	experience		
	entry	mid	senior
electrical			
cnc programmer	45.7 - 60.6	52.0 - 70.3	59.6 - 80.5
controls designer/engineer	46.3 - 61.8	53.2 - 72.1	61.2 - 82.5

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	54.8 - 73.9	63.9 - 88.0	75.0 - 102.2
electrical engineering technician	44.8 - 57.3	51.0 - 66.4	58.4 - 75.6
electrical test engineer	59.5 - 79.7	68.6 - 93.8	79.8 - 108.2
transmission line engineer	62.9 - 79.7	68.2 - 88.0	75.0 - 97.8

	experience		
	entry	mid	senior
industrial management			
engineering manager	71.4 - 96.0	81.1 - 111.3	93.1 - 127.5
facilities manager	56.2 - 75.1	64.6 - 87.9	74.7 - 100.5
logistics coordinator	36.4 - 46.9	41.3 - 54.0	46.9 - 61.5
logistics manager	55.8 - 74.5	63.9 - 87.3	74.0 - 100.1
maintenance manager	52.0 - 61.9	61.5 - 78.1	78.0 - 90.0
operations manager	68.6 - 94.3	79.0 - 110.0	90.8 - 124.6
plant manager	75.5 - 104.5	89.1 - 125.3	105.4 - 145.8
production manager	72.1 - 95.1	80.8 - 108.8	91.8 - 123.4
purchasing manager	67.4 - 89.5	76.3 - 103.1	86.9 - 116.1
quality assurance manager	68.7 - 89.8	76.1 - 101.5	85.4 - 113.9
transportation manager	67.3 - 89.5	76.3 - 103.2	87.1 - 117.3
warehouse manager	52.7 - 68.9	58.7 - 78.3	66.0 - 88.2

	experience		
	entry	mid	senior
manufacturing			
applications engineer	62.7 - 84.5	74.0 - 101.4	87.3 - 116.6
continuous improvement engineer	50.1 - 58.9	58.2 - 75.3	75.0 - 90.0
field service engineer	44.7 - 59.9	51.6 - 70.5	60.1 - 82.3
field service technician	46.3 - 60.7	53.6 - 70.9	61.6 - 80.9
industrial engineer	59.1 - 77.1	65.7 - 87.5	73.9 - 98.1
manufacturing engineer	56.6 - 75.0	64.3 - 87.0	73.7 - 98.5
process engineer	50.6 - 67.4	57.9 - 78.5	66.7 - 89.2
program manager	61.0 - 79.2	69.5 - 92.0	79.8 - 105.4
project manager	67.5 - 93.5	78.6 - 110.7	91.6 - 127.1
quality assurance/control technician	53.6 - 71.9	62.9 - 85.6	73.6 - 97.8
quality control engineer	55.1 - 72.6	62.1 - 83.4	70.6 - 94.2
quality inspector	33.9 - 43.3	37.9 - 49.3	42.8 - 55.6
stationary engineer	44.7 - 58.4	50.6 - 67.0	57.3 - 75.1

	experience		
	entry	mid	senior
mechanical			
hvac engineer	48.1 - 61.7	54.0 - 70.4	60.9 - 78.9
hvac technician	40.0 - 44.9	44.3 - 49.7	49.6 - 55.0
mechanical drafter	43.6 - 56.5	49.0 - 65.3	56.3 - 76.5
mechanical engineer	63.4 - 84.0	72.0 - 97.3	82.5 - 111.2
mechanical engineering technician	45.1 - 59.1	51.3 - 68.3	58.5 - 77.1

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	44.6 - 58.5	50.8 - 67.7	58.1 - 76.9
controls engineer	51.0 - 61.8	53.2 - 72.1	61.2 - 85.0
pipeline engineer	63.4 - 84.0	72.0 - 97.3	82.5 - 111.2
pipng designer	40.0 - 44.6	44.1 - 54.9	53.7 - 65.0

	experience		
	entry	mid	senior
supply chain management			
buyer	49.0 - 64.3	55.7 - 74.5	63.8 - 85.3
contracts administrator	49.1 - 65.1	55.8 - 75.5	63.9 - 86.0
contracts manager	74.2 - 94.4	83.3 - 108.0	94.6 - 123.0
demand planner	40.1 - 56.4	49.5 - 69.5	59.3 - 80.0
expediter	34.8 - 45.0	39.6 - 51.7	44.8 - 58.4
inventory analyst	43.5 - 56.9	49.4 - 65.6	56.3 - 74.3
inventory control manager	57.5 - 75.5	64.4 - 86.2	72.9 - 97.7
logistics specialist	48.5 - 64.9	55.8 - 76.0	64.4 - 86.6
material manager	68.1 - 90.1	75.4 - 101.8	84.7 - 115.1
procurement manager	67.4 - 89.5	76.3 - 103.1	86.9 - 116.1
production planner	44.7 - 59.1	51.5 - 68.8	58.9 - 77.2
sourcing engineer	47.5 - 63.4	54.5 - 74.2	62.9 - 85.0

	experience		
	entry	mid	senior
utilities			
controls engineer	46.3 - 61.8	53.2 - 72.1	61.2 - 82.5
drafter	47.5 - 62.1	53.0 - 70.5	59.6 - 79.5
electrical engineer	60.9 - 82.2	71.0 - 97.9	83.4 - 113.9
estimation engineer	59.1 - 78.9	67.8 - 92.5	78.7 - 106.9
project manager	67.5 - 93.5	78.6 - 110.7	91.6 - 127.1
telecommunications technician	48.7 - 63.4	55.0 - 73.0	62.7 - 83.4

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
architecture			
architect	52.3 - 69.8	59.8 - 81.8	69.3 - 94.4
architectural drafter	39.2 - 50.9	45.5 - 60.7	53.7 - 72.3
contracts administrator	47.7 - 63.5	54.3 - 73.7	62.3 - 84.2
project manager	65.6 - 91.3	76.6 - 108.3	89.5 - 124.6
specifications writer	46.2 - 59.9	52.4 - 68.9	59.6 - 77.8

	experience		
	entry	mid	senior
chemical			
chemical engineer	65.3 - 86.2	71.7 - 96.6	79.9 - 108.2
chemical technician	47.4 - 62.0	52.7 - 70.7	59.7 - 81.2

	experience		
	entry	mid	senior
civil			
civil engineer	53.0 - 70.9	60.7 - 82.9	70.0 - 94.9
civil engineering drafter	43.2 - 55.4	50.0 - 64.9	57.7 - 74.6
civil engineering technologist	41.0 - 53.7	46.5 - 61.8	52.9 - 70.3
environmental engineer	52.1 - 69.6	59.6 - 81.4	68.8 - 93.7
project manager	65.6 - 91.3	76.6 - 108.3	89.5 - 124.6
structural engineer	54.9 - 73.2	62.6 - 85.4	72.1 - 97.7
structural engineering technologist	47.4 - 62.0	52.7 - 70.7	59.7 - 81.2

	experience		
	entry	mid	senior
construction			
construction manager	73.2 - 98.0	82.3 - 112.2	93.4 - 126.7
contracts administrator	47.7 - 63.5	54.3 - 73.7	62.3 - 84.2
estimator	51.8 - 68.0	57.7 - 77.3	65.1 - 87.8
operating engineer	38.5 - 52.4	44.7 - 61.3	51.3 - 69.9
procurement manager	65.3 - 87.2	74.2 - 100.7	84.7 - 113.6
project engineer	74.2 - 95.8	80.7 - 106.3	89.2 - 119.0
project manager	65.6 - 91.3	76.6 - 108.3	89.5 - 124.6
scheduler-planner	34.9 - 44.6	39.6 - 51.3	45.0 - 58.0
site supervisor	61.5 - 81.0	67.6 - 90.9	75.4 - 102.2

	experience		
	entry	mid	senior
electrical			
cnc programmer	44.2 - 58.8	50.4 - 68.3	57.8 - 78.3
controls designer/engineer	44.9 - 60.2	51.7 - 70.5	59.6 - 80.8

	experience		
	entry	mid	senior
electrical (continued)			
electrical designer/engineer	53.4 - 72.5	62.4 - 86.7	73.5 - 101.2
electrical engineering technician	43.4 - 55.8	49.6 - 64.8	56.8 - 74.0
electrical test engineer	58.0 - 78.3	67.1 - 92.6	78.4 - 107.2
transmission line engineer	61.5 - 78.3	66.7 - 86.8	73.5 - 96.7

	experience		
	entry	mid	senior
industrial management			
engineering manager	69.5 - 93.8	79.0 - 108.9	90.9 - 125.0
facilities manager	54.8 - 73.6	63.1 - 86.6	73.2 - 99.4
logistics coordinator	35.4 - 45.9	40.3 - 52.9	45.9 - 60.2
logistics manager	53.9 - 72.4	62.0 - 85.1	71.9 - 97.8
maintenance manager	46.8 - 63.1	55.1 - 74.6	63.7 - 83.5
operations manager	66.6 - 92.0	77.0 - 107.7	88.6 - 122.1
plant manager	73.4 - 102.1	86.8 - 122.8	103.0 - 143.2
production manager	70.0 - 92.8	78.7 - 106.4	89.5 - 121.0
purchasing manager	65.3 - 87.2	74.2 - 100.7	84.7 - 113.6
quality assurance manager	66.7 - 87.6	74.0 - 99.1	83.1 - 111.4
transportation manager	65.3 - 87.2	74.2 - 100.9	84.9 - 114.8
warehouse manager	50.9 - 66.9	56.8 - 76.1	64.0 - 86.0

	experience		
	entry	mid	senior
manufacturing			
applications engineer	60.9 - 82.6	72.1 - 99.6	85.4 - 114.8
continuous improvement engineer	51.2 - 56.8	56.3 - 67.9	67.8 - 90.0
field service engineer	43.4 - 58.3	50.1 - 68.9	58.5 - 80.6
field service technician	44.9 - 59.1	52.1 - 69.3	60.0 - 79.3
industrial engineer	57.6 - 75.7	64.2 - 86.2	72.4 - 97.0
manufacturing engineer	55.2 - 73.6	62.9 - 85.7	72.2 - 97.4
process engineer	49.3 - 65.9	56.5 - 77.1	65.2 - 87.9
program manager	59.2 - 77.2	67.6 - 89.8	77.8 - 103.1
project manager	65.6 - 91.3	76.6 - 108.3	89.5 - 124.6
quality assurance/control technician	52.0 - 70.0	61.1 - 83.7	71.7 - 96.0
quality control engineer	53.7 - 71.1	60.6 - 82.0	69.1 - 93.0
quality inspector	32.8 - 42.1	36.8 - 48.0	41.6 - 54.3
stationary engineer	43.3 - 56.7	49.2 - 65.2	55.7 - 73.3

	experience		
	entry	mid	senior
mechanical			
hvac engineer	46.6 - 60.1	52.5 - 68.7	59.3 - 77.1
hvac technician	45.0 - 53.5	53.0 - 63.0	61.8 - 73.0
mechanical drafter	42.2 - 55.0	47.5 - 63.7	54.7 - 74.9
mechanical engineer	61.9 - 82.7	70.5 - 96.2	81.1 - 110.3
mechanical engineering technician	43.7 - 57.5	49.8 - 66.7	57.0 - 75.4

	experience		
	entry	mid	senior
oil, gas and petroleum			
controls technician	45.0 - 56.9	50.1 - 66.1	56.5 - 75.3
controls engineer	47.0 - 60.2	52.0 - 70.5	59.6 - 80.8
pipeline engineer	45.0 - 52.0	51.0 - 62.0	61.8 - 70.0
pipng designer	45.0 - 52.0	51.0 - 62.0	61.8 - 70.0

	experience		
	entry	mid	senior
supply chain management			
buyer	47.6 - 62.6	54.2 - 72.7	62.2 - 83.4
contracts administrator	47.7 - 63.5	54.3 - 73.7	62.3 - 84.2
contracts manager	72.1 - 92.1	81.0 - 105.6	92.3 - 120.5
demand planner	38.9 - 54.9	48.1 - 67.9	57.8 - 78.4
expediter	33.8 - 43.9	38.5 - 50.6	43.8 - 57.2
inventory analyst	42.3 - 55.3	48.0 - 64.0	54.8 - 72.7
inventory control manager	55.8 - 73.5	62.6 - 84.1	71.0 - 95.6
logistics specialist	47.1 - 63.3	54.3 - 74.2	62.8 - 84.7
material manager	66.1 - 87.8	73.2 - 99.5	82.5 - 112.7
procurement manager	65.3 - 87.2	74.2 - 100.7	84.7 - 113.6
production planner	43.6 - 57.9	50.4 - 67.5	57.7 - 75.7
sourcing engineer	45.9 - 61.4	52.7 - 72.0	61.0 - 82.8

	experience		
	entry	mid	senior
utilities			
controls engineer	44.9 - 60.2	51.7 - 70.5	59.6 - 80.8
drafter	46.1 - 60.5	51.5 - 68.9	58.0 - 77.8
electrical engineer	59.4 - 80.9	69.5 - 96.8	82.1 - 113.0
estimation engineer	57.6 - 77.5	66.3 - 91.3	77.2 - 106.0
project manager	65.6 - 91.3	76.6 - 108.3	89.5 - 124.6
telecommunications technician	47.2 - 61.6	53.3 - 71.1	60.9 - 81.5

finance & accounting



alberta

calgary

	experience			
	1 year	3 years	5 years	10 years
accountant	65.0 - 77.8	67.4 - 80.7	69.9 - 83.6	76.6 - 91.7
accounting clerk	38.6 - 44.7	42.4 - 49.0	45.7 - 52.8	52.1 - 60.1
accounting manager	87.9 - 106.2	94.4 - 113.9	100.7 - 121.5	114.6 - 138.3
accounting supervisor	62.4 - 75.4	67.0 - 81.0	71.5 - 86.3	81.5 - 98.5
accounts payable clerk	40.0 - 45.2	44.4 - 50.1	48.2 - 54.3	55.7 - 62.7
accounts payable manager	72.7 - 87.9	79.2 - 95.7	85.6 - 103.3	100.2 - 120.9
accounts receivable clerk	40.2 - 45.4	44.6 - 50.3	48.5 - 54.6	56.4 - 63.5
accounts receivable manager	74.4 - 87.8	80.6 - 95.1	86.7 - 102.3	101.0 - 119.0
billing specialist	38.4 - 45.1	42.2 - 49.4	45.5 - 53.2	51.6 - 60.2
bookkeeper	38.6 - 45.8	41.9 - 49.6	45.0 - 53.2	51.4 - 60.7
compliance officer	90.1 - 108.6	100.1 - 120.6	109.6 - 132.1	129.1 - 155.8
compliance specialist	56.2 - 67.3	62.2 - 74.4	67.8 - 81.1	79.2 - 94.5
controller	91.3 - 115.5	98.8 - 124.9	106.1 - 134.1	122.6 - 155.0
cost accountant	59.2 - 70.8	64.0 - 76.5	68.6 - 82.1	79.2 - 94.7
credit and collections supervisor	56.0 - 67.7	60.4 - 73.0	64.6 - 78.1	74.3 - 89.8
external auditor	61.4 - 73.5	67.2 - 80.5	72.9 - 87.2	84.9 - 101.6
financial analyst	69.7 - 83.4	74.7 - 89.4	79.6 - 95.1	90.4 - 108.0
financial reporting manager	95.4 - 115.1	102.8 - 124.0	110.0 - 132.7	126.0 - 152.1
fiscal analyst	66.0 - 79.9	70.3 - 85.1	74.5 - 90.2	84.1 - 101.8
internal audit manager	92.1 - 112.5	98.7 - 120.5	105.2 - 128.5	120.1 - 146.6
internal auditor	61.6 - 73.8	68.9 - 82.4	75.7 - 90.5	88.9 - 106.3
payroll clerk	44.5 - 52.0	49.0 - 57.2	53.1 - 61.9	60.5 - 70.5
payroll manager	74.1 - 89.5	80.0 - 96.7	85.7 - 103.5	97.7 - 117.9
payroll specialist	46.5 - 55.7	50.6 - 60.6	54.6 - 65.3	62.9 - 75.2
payroll supervisor	57.1 - 68.2	62.1 - 74.1	66.8 - 79.7	76.9 - 91.8
risk management analyst	54.8 - 66.3	60.3 - 73.0	65.6 - 79.5	77.5 - 93.8
risk management director	85.0 - 102.6	90.6 - 109.4	96.2 - 116.1	109.5 - 132.2
risk management supervisor	73.1 - 88.6	79.3 - 95.9	85.0 - 102.8	96.3 - 116.4
tax manager	93.5 - 114.2	100.2 - 122.3	106.7 - 130.3	122.0 - 149.0
treasury analyst	65.4 - 78.3	70.3 - 84.1	75.1 - 89.9	85.9 - 102.7

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	116.7 - 204.5	166.5 - 290.1	240.8 - 419.6
finance director	93.7 - 164.7	125.7 - 219.9	164.4 - 286.5
treasurer	123.2 - 169.0	167.3 - 228.5	215.4 - 294.1
vp internal audit	122.7 - 162.5	153.4 - 202.7	181.5 - 239.4

these numbers represent annual base salaries and are expressed in thousands of dollars

alberta

edmonton

	experience			
	1 year	3 years	5 years	10 years
accountant	62.4 - 74.7	64.7 - 77.4	67.1 - 80.2	73.6 - 87.9
accounting clerk	37.3 - 43.1	40.8 - 47.2	44.0 - 50.9	50.2 - 58.0
accounting manager	84.4 - 102.0	90.6 - 109.5	96.6 - 116.7	110.1 - 133.0
accounting supervisor	60.5 - 73.2	64.9 - 78.6	69.3 - 83.8	79.1 - 95.6
accounts payable clerk	38.6 - 43.5	42.8 - 48.2	46.5 - 52.4	53.7 - 60.6
accounts payable manager	69.7 - 84.3	76.0 - 91.9	82.1 - 99.2	96.2 - 116.2
accounts receivable clerk	38.8 - 43.8	42.9 - 48.4	46.7 - 52.7	54.5 - 61.4
accounts receivable manager	71.3 - 84.3	77.3 - 91.3	83.2 - 98.2	96.9 - 114.4
billing specialist	37.1 - 43.4	40.7 - 47.6	43.9 - 51.3	49.7 - 58.1
bookkeeper	37.3 - 44.1	40.4 - 47.8	43.3 - 51.2	49.6 - 58.6
compliance officer	86.6 - 104.7	96.4 - 116.5	105.7 - 127.8	124.8 - 150.7
compliance specialist	54.0 - 64.6	59.7 - 71.4	65.1 - 77.9	76.1 - 90.9
controller	87.6 - 110.9	94.8 - 120.1	101.9 - 129.0	117.8 - 149.2
cost accountant	56.9 - 68.0	61.4 - 73.5	65.9 - 78.8	76.0 - 90.8
credit and collections supervisor	54.2 - 65.6	58.5 - 70.8	62.6 - 75.8	72.1 - 87.2
external auditor	59.0 - 70.6	64.6 - 77.2	70.0 - 83.6	81.5 - 97.3
financial analyst	67.0 - 80.1	71.7 - 85.7	76.4 - 91.2	86.7 - 103.5
financial reporting manager	91.5 - 110.6	98.7 - 119.2	105.6 - 127.6	121.1 - 146.3
fiscal analyst	63.4 - 76.7	67.5 - 81.7	71.6 - 86.5	80.7 - 97.5
internal audit manager	88.4 - 108.0	94.8 - 115.8	101.0 - 123.5	115.4 - 141.0
internal auditor	59.2 - 70.9	66.2 - 79.1	72.6 - 86.8	85.3 - 101.8
payroll clerk	42.9 - 50.1	47.2 - 55.2	51.2 - 59.8	58.4 - 68.2
payroll manager	71.1 - 85.9	76.8 - 92.8	82.2 - 99.4	93.8 - 113.3
payroll specialist	44.7 - 53.5	48.6 - 58.2	52.4 - 62.7	60.3 - 72.2
payroll supervisor	55.3 - 66.1	60.1 - 71.9	64.7 - 77.4	74.6 - 89.2
risk management analyst	52.6 - 63.7	57.9 - 70.1	63.0 - 76.3	74.4 - 90.0
risk management director	81.5 - 98.5	87.0 - 105.1	92.4 - 111.6	105.2 - 127.1
risk management supervisor	70.2 - 84.9	76.1 - 92.0	81.6 - 98.5	92.3 - 111.5
tax manager	89.8 - 109.7	96.2 - 117.6	102.5 - 125.3	117.3 - 143.4
treasury analyst	62.8 - 75.2	67.6 - 80.8	72.1 - 86.2	82.4 - 98.4

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	112.1 - 197.6	160.2 - 282.7	233.6 - 412.8
finance director	89.9 - 158.4	120.8 - 212.9	158.2 - 279.2
treasurer	118.4 - 162.7	161.0 - 221.3	208.4 - 286.7
vp internal audit	117.9 - 156.4	147.6 - 195.7	174.9 - 232.1

vancouver

	experience			
	1 year	3 years	5 years	10 years
accountant	63.4 - 75.7	65.7 - 78.5	68.0 - 81.3	74.6 - 89.2
accounting clerk	37.7 - 43.5	41.2 - 47.6	44.5 - 51.3	50.7 - 58.5
accounting manager	85.1 - 102.9	91.4 - 110.5	97.5 - 117.8	111.1 - 134.3
accounting supervisor	60.9 - 73.6	65.3 - 79.1	69.7 - 84.4	79.6 - 96.3
accounts payable clerk	38.9 - 43.9	43.2 - 48.7	46.9 - 52.8	54.2 - 61.0
accounts payable manager	70.3 - 85.0	76.6 - 92.6	82.8 - 100.1	97.0 - 117.3
accounts receivable clerk	39.1 - 44.2	43.3 - 48.9	47.1 - 53.1	54.9 - 61.9
accounts receivable manager	71.9 - 85.0	78.0 - 92.1	83.9 - 99.1	97.8 - 115.5
billing specialist	37.5 - 43.8	41.1 - 48.0	44.3 - 51.7	50.2 - 58.6
bookkeeper	37.6 - 44.5	40.8 - 48.2	43.7 - 51.7	50.0 - 59.1
compliance officer	87.3 - 105.5	97.2 - 117.4	106.5 - 128.8	125.7 - 151.8
compliance specialist	54.5 - 65.1	60.2 - 72.0	65.6 - 78.4	76.7 - 91.6
controller	88.4 - 112.0	95.7 - 121.2	102.8 - 130.2	118.9 - 150.6
cost accountant	57.7 - 69.0	62.3 - 74.5	66.8 - 79.9	77.1 - 92.1
credit and collections supervisor	54.6 - 66.0	58.8 - 71.2	63.0 - 76.2	72.5 - 87.7
external auditor	59.9 - 71.6	65.5 - 78.3	71.0 - 84.8	82.7 - 98.8
financial analyst	67.9 - 81.2	72.7 - 87.0	77.4 - 92.6	88.0 - 105.1
financial reporting manager	92.3 - 111.6	99.6 - 120.4	106.6 - 128.8	122.3 - 147.7
fiscal analyst	64.3 - 77.8	68.5 - 82.8	72.6 - 87.8	81.8 - 99.0
internal audit manager	89.1 - 109.0	95.6 - 116.9	101.9 - 124.7	116.5 - 142.4
internal auditor	60.1 - 71.9	67.1 - 80.2	73.7 - 88.1	86.5 - 103.4
payroll clerk	43.3 - 50.6	47.7 - 55.7	51.6 - 60.3	58.9 - 68.8
payroll manager	71.6 - 86.6	77.4 - 93.6	82.9 - 100.3	94.6 - 114.4
payroll specialist	45.2 - 54.0	49.1 - 58.7	52.9 - 63.2	60.9 - 72.8
payroll supervisor	55.7 - 66.6	60.5 - 72.3	65.1 - 77.9	75.1 - 89.7
risk management analyst	53.5 - 64.7	58.8 - 71.1	63.9 - 77.4	75.5 - 91.3
risk management director	82.2 - 99.4	87.7 - 106.1	93.2 - 112.6	106.2 - 128.3
risk management supervisor	71.2 - 86.2	77.1 - 93.3	82.7 - 100.1	93.7 - 113.3
tax manager	90.5 - 110.8	97.0 - 118.7	103.4 - 126.5	118.4 - 144.7
treasury analyst	63.7 - 76.2	68.5 - 81.9	73.1 - 87.4	83.6 - 99.9

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	113.2 - 199.5	161.7 - 285.7	235.9 - 417.3
finance director	90.7 - 159.9	122.0 - 215.0	159.7 - 282.1
treasurer	119.5 - 164.2	162.5 - 223.5	210.4 - 289.6
vp internal audit	119.0 - 157.8	149.0 - 197.6	176.5 - 234.5

these numbers represent annual base salaries and are expressed in thousands of dollars

victoria

	experience			
	1 year	3 years	5 years	10 years
accountant	60.6 - 72.5	62.8 - 75.1	65.1 - 77.8	71.4 - 85.3
accounting clerk	36.8 - 42.5	40.3 - 46.4	43.4 - 50.0	49.3 - 56.9
accounting manager	82.2 - 99.4	88.3 - 106.8	94.2 - 114.0	107.4 - 129.9
accounting supervisor	59.4 - 71.9	63.8 - 77.3	68.1 - 82.5	77.8 - 94.3
accounts payable clerk	38.1 - 42.8	42.1 - 47.4	45.7 - 51.4	52.7 - 59.4
accounts payable manager	67.9 - 82.2	74.0 - 89.5	80.0 - 96.7	93.7 - 113.4
accounts receivable clerk	38.3 - 43.1	42.3 - 47.6	45.9 - 51.7	53.4 - 60.2
accounts receivable manager	69.5 - 82.1	75.3 - 89.0	81.1 - 95.8	94.5 - 111.6
billing specialist	36.7 - 42.8	40.1 - 46.7	43.2 - 50.4	48.9 - 57.0
bookkeeper	36.8 - 43.4	39.8 - 46.9	42.6 - 50.3	48.7 - 57.5
compliance officer	84.3 - 102.0	93.8 - 113.6	103.0 - 124.6	121.6 - 147.1
compliance specialist	52.6 - 62.9	58.1 - 69.5	63.4 - 75.7	74.0 - 88.5
controller	85.4 - 108.3	92.4 - 117.2	99.3 - 126.0	115.0 - 145.9
cost accountant	55.3 - 66.0	59.7 - 71.3	64.0 - 76.5	73.7 - 88.1
credit and collections supervisor	53.3 - 64.5	57.4 - 69.5	61.5 - 74.5	70.8 - 85.8
external auditor	57.3 - 68.5	62.7 - 74.9	67.9 - 81.1	79.1 - 94.5
financial analyst	65.0 - 77.7	69.6 - 83.2	74.1 - 88.5	84.1 - 100.6
financial reporting manager	89.2 - 107.9	96.2 - 116.4	103.0 - 124.6	118.3 - 143.1
fiscal analyst	61.5 - 74.4	65.5 - 79.3	69.4 - 84.0	78.3 - 94.7
internal audit manager	86.1 - 105.4	92.4 - 113.1	98.5 - 120.6	112.6 - 137.9
internal auditor	57.5 - 68.8	64.2 - 76.8	70.5 - 84.2	82.7 - 98.9
payroll clerk	42.2 - 49.2	46.4 - 54.1	50.2 - 58.6	57.3 - 66.9
payroll manager	69.2 - 83.7	74.8 - 90.4	80.1 - 96.9	91.4 - 110.6
payroll specialist	43.7 - 52.2	47.5 - 56.8	51.1 - 61.1	58.8 - 70.3
payroll supervisor	54.3 - 65.0	59.1 - 70.6	63.6 - 76.1	73.3 - 87.8
risk management analyst	51.2 - 61.9	56.3 - 68.0	61.2 - 74.0	72.2 - 87.3
risk management director	79.4 - 96.1	84.8 - 102.5	90.0 - 108.9	102.6 - 124.1
risk management supervisor	68.2 - 82.4	73.8 - 89.3	79.1 - 95.7	89.6 - 108.4
tax manager	87.5 - 107.1	93.8 - 114.8	100.0 - 122.4	114.5 - 140.2
treasury analyst	61.0 - 72.9	65.6 - 78.4	70.0 - 83.7	79.9 - 95.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	109.5 - 194.0	156.8 - 279.3	230.0 - 410.2
finance director	87.6 - 155.0	118.0 - 209.2	154.8 - 275.7
treasurer	115.6 - 159.2	157.5 - 217.7	204.7 - 283.2
vp internal audit	115.1 - 153.0	144.3 - 192.1	171.3 - 228.5

manitoba

winnipeg

	experience			
	1 year	3 years	5 years	10 years
accountant	56.7 - 68.0	58.8 - 70.6	61.0 - 73.2	67.0 - 80.5
accounting clerk	34.1 - 39.4	37.3 - 43.1	40.2 - 46.5	45.9 - 53.1
accounting manager	77.1 - 93.7	82.9 - 100.9	88.6 - 107.9	101.5 - 123.5
accounting supervisor	55.7 - 67.6	59.9 - 72.8	64.0 - 77.8	73.3 - 89.2
accounts payable clerk	35.3 - 39.7	39.1 - 44.1	42.4 - 47.9	49.1 - 55.5
accounts payable manager	63.4 - 77.0	69.2 - 84.1	74.9 - 91.1	88.2 - 107.3
accounts receivable clerk	35.5 - 39.9	39.2 - 44.2	42.6 - 48.1	49.8 - 56.3
accounts receivable manager	64.9 - 77.0	70.5 - 83.6	76.0 - 90.1	88.9 - 105.6
billing specialist	34.0 - 39.6	37.2 - 43.4	40.1 - 46.9	45.4 - 53.2
bookkeeper	34.1 - 40.3	36.9 - 43.6	39.5 - 46.8	45.3 - 53.7
compliance officer	79.9 - 97.4	89.3 - 108.9	98.4 - 119.8	116.9 - 142.2
compliance specialist	49.2 - 59.1	54.5 - 65.5	59.5 - 71.6	69.9 - 84.1
controller	80.1 - 102.3	86.9 - 111.1	93.6 - 119.6	108.9 - 139.3
cost accountant	51.6 - 61.8	55.8 - 66.9	59.9 - 71.9	69.3 - 83.3
credit and collections supervisor	49.8 - 60.5	53.8 - 65.3	57.7 - 70.1	66.6 - 81.0
external auditor	53.5 - 64.2	58.7 - 70.4	63.6 - 76.5	74.5 - 89.6
financial analyst	60.8 - 73.1	65.3 - 78.5	69.6 - 83.7	79.4 - 95.6
financial reporting manager	83.8 - 102.0	90.6 - 110.2	97.2 - 118.3	112.1 - 136.6
fiscal analyst	57.6 - 69.9	61.4 - 74.6	65.1 - 79.3	73.7 - 89.8
internal audit manager	80.8 - 99.5	86.9 - 107.0	92.8 - 114.4	106.5 - 131.4
internal auditor	53.7 - 64.5	60.1 - 72.2	66.1 - 79.5	78.0 - 94.0
payroll clerk	39.2 - 45.8	43.1 - 50.5	46.8 - 54.8	53.5 - 62.7
payroll manager	64.6 - 78.5	69.9 - 85.0	75.1 - 91.3	86.0 - 104.6
payroll specialist	40.5 - 48.5	44.0 - 52.8	47.5 - 56.9	54.8 - 65.7
payroll supervisor	50.8 - 61.0	55.3 - 66.4	59.6 - 71.6	69.0 - 82.9
risk management analyst	47.7 - 57.9	52.5 - 63.8	57.2 - 69.5	67.8 - 82.5
risk management director	74.4 - 90.4	79.5 - 96.7	84.6 - 102.9	96.8 - 117.8
risk management supervisor	63.9 - 77.7	69.3 - 84.4	74.5 - 90.8	84.7 - 103.4
tax manager	82.1 - 101.1	88.2 - 108.7	94.2 - 116.1	108.4 - 133.7
treasury analyst	57.0 - 68.5	61.4 - 73.7	65.6 - 78.9	75.3 - 90.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	103.5 - 187.2	150.4 - 271.7	222.8 - 402.3
finance director	82.3 - 148.6	111.8 - 202.3	148.4 - 268.1
treasurer	109.5 - 152.7	151.0 - 210.6	197.7 - 275.5
vp internal audit	109.0 - 146.5	137.8 - 185.3	164.7 - 221.3

these numbers represent annual base salaries and are expressed in thousands of dollars

new brunswick

moncton

	experience			
	1 year	3 years	5 years	10 years
accountant	54.8 - 65.9	56.9 - 68.3	59.0 - 70.9	64.9 - 77.9
accounting clerk	33.0 - 38.1	36.1 - 41.8	39.0 - 45.1	44.5 - 51.6
accounting manager	75.2 - 91.6	81.0 - 98.6	86.6 - 105.5	99.2 - 120.9
accounting supervisor	53.9 - 65.6	58.0 - 70.6	62.0 - 75.6	71.1 - 86.8
accounts payable clerk	34.1 - 38.5	37.8 - 42.7	41.1 - 46.5	47.7 - 53.9
accounts payable manager	61.8 - 75.2	67.5 - 82.2	73.1 - 89.0	86.2 - 105.0
accounts receivable clerk	34.3 - 38.7	38.0 - 42.9	41.3 - 46.7	48.4 - 54.7
accounts receivable manager	63.3 - 75.1	68.8 - 81.7	74.2 - 88.1	86.9 - 103.3
billing specialist	32.8 - 38.4	36.0 - 42.1	38.8 - 45.5	44.1 - 51.7
bookkeeper	33.0 - 39.0	35.7 - 42.3	38.3 - 45.4	43.9 - 52.1
compliance officer	77.3 - 94.2	86.5 - 105.4	95.2 - 116.0	113.2 - 138.0
compliance specialist	47.6 - 57.1	52.7 - 63.3	57.6 - 69.2	67.6 - 81.3
controller	78.2 - 100.0	84.9 - 108.7	91.5 - 117.1	106.5 - 136.5
cost accountant	49.8 - 59.9	53.9 - 64.8	57.9 - 69.6	67.1 - 80.6
credit and collections supervisor	48.1 - 58.6	52.0 - 63.3	55.8 - 68.0	64.6 - 78.7
external auditor	51.7 - 62.2	56.8 - 68.2	61.6 - 74.0	72.1 - 86.6
financial analyst	58.9 - 70.8	63.2 - 75.9	67.4 - 81.0	76.8 - 92.3
financial reporting manager	81.9 - 99.7	88.5 - 107.9	95.0 - 115.8	109.7 - 133.7
fiscal analyst	55.7 - 67.7	59.4 - 72.3	63.1 - 76.7	71.4 - 86.8
internal audit manager	78.9 - 97.3	84.9 - 104.7	90.7 - 111.9	104.2 - 128.6
internal auditor	51.9 - 62.4	58.2 - 69.9	64.0 - 76.9	75.5 - 90.8
payroll clerk	37.9 - 44.4	41.8 - 49.0	45.4 - 53.2	52.0 - 61.0
payroll manager	63.0 - 76.7	68.2 - 83.1	73.3 - 89.2	84.0 - 102.3
payroll specialist	39.2 - 47.1	42.7 - 51.3	46.1 - 55.4	53.3 - 64.1
payroll supervisor	49.1 - 59.1	53.5 - 64.4	57.7 - 69.5	66.9 - 80.6
risk management analyst	46.0 - 56.0	50.7 - 61.7	55.3 - 67.3	65.6 - 79.8
risk management director	72.6 - 88.4	77.7 - 94.5	82.6 - 100.6	94.6 - 115.3
risk management supervisor	61.8 - 75.2	67.1 - 81.7	72.1 - 87.7	82.0 - 99.8
tax manager	80.2 - 98.9	86.2 - 106.3	92.1 - 113.6	106.0 - 130.9
treasury analyst	55.2 - 66.3	59.4 - 71.4	63.6 - 76.4	72.9 - 87.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	101.2 - 183.8	147.3 - 267.9	219.2 - 398.2
finance director	80.4 - 145.6	109.4 - 198.8	145.4 - 264.3
treasurer	107.1 - 149.6	148.0 - 207.0	194.3 - 271.7
vp internal audit	106.6 - 143.5	134.9 - 181.9	161.5 - 217.7

	experience			
	1 year	3 years	5 years	10 years
accountant	56.0 - 67.3	58.1 - 69.9	60.3 - 72.5	66.3 - 79.8
accounting clerk	33.6 - 38.8	36.8 - 42.5	39.7 - 45.8	45.3 - 52.4
accounting manager	76.3 - 92.9	82.1 - 100.0	87.8 - 107.0	100.6 - 122.6
accounting supervisor	54.7 - 66.6	58.9 - 71.7	62.9 - 76.6	72.2 - 88.0
accounts payable clerk	34.8 - 39.2	38.5 - 43.4	41.8 - 47.2	48.4 - 54.7
accounts payable manager	62.7 - 76.2	68.4 - 83.3	74.1 - 90.2	87.3 - 106.4
accounts receivable clerk	34.9 - 39.4	38.7 - 43.6	42.0 - 47.5	49.1 - 55.5
accounts receivable manager	64.2 - 76.2	69.7 - 82.8	75.2 - 89.3	88.1 - 104.7
billing specialist	33.5 - 39.1	36.6 - 42.8	39.5 - 46.2	44.8 - 52.5
bookkeeper	33.6 - 39.7	36.4 - 43.0	39.0 - 46.2	44.6 - 52.9
compliance officer	78.5 - 95.9	87.9 - 107.2	96.8 - 118.1	115.2 - 140.3
compliance specialist	48.4 - 58.0	53.6 - 64.3	58.5 - 70.3	68.6 - 82.7
controller	79.3 - 101.4	86.1 - 110.2	92.8 - 118.7	108.0 - 138.2
cost accountant	50.9 - 61.2	55.1 - 66.2	59.2 - 71.2	68.6 - 82.6
credit and collections supervisor	48.9 - 59.5	52.9 - 64.3	56.7 - 69.0	65.5 - 79.8
external auditor	52.9 - 63.5	58.0 - 69.7	62.9 - 75.7	73.7 - 88.8
financial analyst	60.2 - 72.4	64.6 - 77.7	68.9 - 83.0	78.6 - 94.8
financial reporting manager	83.0 - 101.1	89.8 - 109.4	96.4 - 117.4	111.2 - 135.5
fiscal analyst	56.9 - 69.2	60.7 - 73.9	64.4 - 78.5	73.0 - 89.0
internal audit manager	80.0 - 98.6	86.0 - 106.1	92.0 - 113.5	105.7 - 130.3
internal auditor	53.1 - 63.8	59.4 - 71.5	65.4 - 78.8	77.3 - 93.2
payroll clerk	38.6 - 45.1	42.5 - 49.8	46.1 - 54.0	52.7 - 61.8
payroll manager	63.9 - 77.7	69.2 - 84.2	74.3 - 90.4	85.1 - 103.7
payroll specialist	40.0 - 47.9	43.5 - 52.2	46.9 - 56.2	54.1 - 64.9
payroll supervisor	49.9 - 60.0	54.4 - 65.3	58.6 - 70.5	67.9 - 81.7
risk management analyst	47.1 - 57.2	51.9 - 63.1	56.6 - 68.8	67.1 - 81.8
risk management director	73.6 - 89.6	78.7 - 95.8	83.8 - 102.0	95.9 - 116.9
risk management supervisor	63.2 - 77.0	68.6 - 83.7	73.8 - 90.0	84.0 - 102.5
tax manager	81.3 - 100.3	87.4 - 107.8	93.4 - 115.2	107.5 - 132.6
treasury analyst	56.4 - 67.8	60.7 - 73.0	64.9 - 78.2	74.6 - 89.8

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	102.6 - 185.9	149.1 - 270.6	221.6 - 401.7
finance director	81.5 - 147.4	110.9 - 201.0	147.2 - 267.1
treasurer	108.6 - 151.5	149.8 - 209.3	196.5 - 274.5
vp internal audit	108.1 - 145.3	136.7 - 184.0	163.4 - 220.1

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience			
	1 year	3 years	5 years	10 years
accountant	61.7 - 73.8	63.9 - 76.5	66.3 - 79.3	72.7 - 87.0
accounting clerk	37.6 - 43.4	41.1 - 47.4	44.3 - 51.1	50.5 - 58.3
accounting manager	84.0 - 101.7	90.3 - 109.3	96.4 - 116.7	110.0 - 133.1
accounting supervisor	60.4 - 73.1	64.9 - 78.5	69.2 - 83.8	79.0 - 95.7
accounts payable clerk	38.9 - 43.8	43.1 - 48.5	46.7 - 52.7	54.0 - 60.8
accounts payable manager	69.3 - 83.9	75.6 - 91.5	81.7 - 98.9	95.9 - 116.1
accounts receivable clerk	39.1 - 44.0	43.2 - 48.7	47.0 - 52.9	54.7 - 61.7
accounts receivable manager	71.0 - 83.9	77.0 - 91.0	82.8 - 97.9	96.7 - 114.3
billing specialist	37.4 - 43.7	41.0 - 47.8	44.2 - 51.5	50.0 - 58.4
bookkeeper	37.6 - 44.4	40.7 - 48.0	43.6 - 51.5	49.8 - 58.9
compliance officer	85.7 - 103.8	95.5 - 115.7	104.8 - 127.0	123.9 - 150.1
compliance specialist	53.4 - 63.8	59.0 - 70.6	64.3 - 77.0	75.2 - 90.0
controller	87.3 - 110.8	94.5 - 120.1	101.6 - 129.1	117.8 - 149.6
cost accountant	56.2 - 67.2	60.7 - 72.6	65.1 - 77.9	75.1 - 89.8
credit and collections supervisor	54.2 - 65.6	58.4 - 70.7	62.5 - 75.7	72.0 - 87.1
external auditor	58.3 - 69.7	63.8 - 76.3	69.1 - 82.7	80.6 - 96.4
financial analyst	66.1 - 79.1	70.9 - 84.8	75.4 - 90.3	85.7 - 102.6
financial reporting manager	91.2 - 110.5	98.4 - 119.2	105.4 - 127.7	121.1 - 146.7
fiscal analyst	62.6 - 75.8	66.7 - 80.7	70.7 - 85.6	79.8 - 96.6
internal audit manager	88.0 - 107.9	94.5 - 115.8	100.8 - 123.5	115.3 - 141.3
internal auditor	58.5 - 70.0	65.4 - 78.2	71.8 - 85.8	84.3 - 100.9
payroll clerk	43.2 - 50.4	47.5 - 55.5	51.4 - 60.0	58.7 - 68.5
payroll manager	70.7 - 85.5	76.4 - 92.5	81.9 - 99.1	93.5 - 113.2
payroll specialist	44.6 - 53.3	48.5 - 57.9	52.2 - 62.3	60.0 - 71.8
payroll supervisor	55.2 - 66.1	60.0 - 71.8	64.6 - 77.3	74.5 - 89.1
risk management analyst	52.0 - 63.0	57.2 - 69.2	62.3 - 75.4	73.5 - 89.0
risk management director	81.1 - 98.3	86.6 - 104.9	92.0 - 111.5	105.0 - 127.2
risk management supervisor	69.4 - 84.0	75.2 - 91.0	80.6 - 97.6	91.3 - 110.6
tax manager	89.4 - 109.6	95.9 - 117.6	102.3 - 125.4	117.3 - 143.7
treasury analyst	62.1 - 74.3	66.7 - 79.8	71.3 - 85.3	81.5 - 97.5

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	112.1 - 198.6	160.8 - 284.7	235.1 - 416.4
finance director	89.6 - 159.0	120.8 - 214.1	158.8 - 281.1
treasurer	118.4 - 163.3	161.6 - 222.6	209.5 - 288.7
vp internal audit	117.9 - 156.9	148.0 - 196.8	175.6 - 233.6

ontario

hamilton

	experience			
	1 year	3 years	5 years	10 years
accountant	59.6 - 71.4	61.8 - 74.0	64.1 - 76.8	70.3 - 84.3
accounting clerk	36.2 - 41.8	39.6 - 45.7	42.7 - 49.2	48.6 - 56.1
accounting manager	81.4 - 98.8	87.5 - 106.2	93.5 - 113.4	106.8 - 129.5
accounting supervisor	58.8 - 71.2	63.1 - 76.5	67.4 - 81.7	77.0 - 93.5
accounts payable clerk	40.0 - 43.0	41.4 - 46.7	45.0 - 50.7	52.0 - 58.6
accounts payable manager	67.1 - 81.4	73.2 - 88.8	79.2 - 96.0	93.0 - 112.8
accounts receivable clerk	40.0 - 43.0	41.6 - 46.9	45.2 - 50.9	52.7 - 59.4
accounts receivable manager	68.7 - 81.3	74.5 - 88.3	80.3 - 95.1	93.8 - 111.1
billing specialist	36.1 - 42.1	39.4 - 46.0	42.5 - 49.6	48.1 - 56.2
bookkeeper	38.0 - 42.7	39.1 - 46.2	41.9 - 49.6	48.0 - 56.7
compliance officer	83.4 - 101.2	93.0 - 112.8	102.2 - 123.9	120.9 - 146.7
compliance specialist	51.9 - 62.1	57.4 - 68.7	62.6 - 74.9	73.2 - 87.6
controller	84.6 - 107.7	91.7 - 116.7	98.7 - 125.5	114.5 - 145.6
cost accountant	54.3 - 65.0	58.7 - 70.3	63.0 - 75.4	72.7 - 87.1
credit and collections supervisor	52.7 - 63.8	56.8 - 68.8	60.9 - 73.7	70.1 - 85.0
external auditor	56.4 - 67.5	61.7 - 73.9	66.9 - 80.1	78.0 - 93.5
financial analyst	64.0 - 76.6	68.6 - 82.1	73.0 - 87.5	83.1 - 99.5
financial reporting manager	88.5 - 107.3	95.5 - 115.9	102.4 - 124.2	117.8 - 142.8
fiscal analyst	60.5 - 73.4	64.5 - 78.2	68.4 - 82.9	77.3 - 93.7
internal audit manager	85.3 - 104.8	91.7 - 112.5	97.9 - 120.1	112.1 - 137.5
internal auditor	56.6 - 67.7	63.2 - 75.7	69.4 - 83.2	81.7 - 97.9
payroll clerk	41.5 - 48.5	45.7 - 53.4	49.5 - 57.8	56.5 - 66.0
payroll manager	68.4 - 82.9	74.0 - 89.7	79.3 - 96.2	90.7 - 110.0
payroll specialist	46.0 - 51.5	46.8 - 56.0	50.4 - 60.3	58.1 - 69.5
payroll supervisor	55.0 - 64.3	58.4 - 69.9	62.9 - 75.3	72.6 - 87.0
risk management analyst	50.2 - 60.9	55.3 - 67.0	60.2 - 73.0	71.1 - 86.3
risk management director	78.6 - 95.4	84.0 - 101.9	89.3 - 108.3	102.0 - 123.7
risk management supervisor	67.1 - 81.4	72.8 - 88.2	78.1 - 94.7	88.5 - 107.4
tax manager	86.7 - 106.5	93.1 - 114.2	99.3 - 121.9	114.0 - 139.9
treasury analyst	60.0 - 71.9	64.5 - 77.3	69.0 - 82.6	78.9 - 94.5

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	108.9 - 194.2	156.8 - 279.9	230.4 - 411.5
finance director	86.9 - 154.9	117.5 - 209.5	154.7 - 276.3
treasurer	115.1 - 159.2	157.5 - 218.0	205.0 - 283.8
vp internal audit	114.6 - 152.9	144.1 - 192.3	171.4 - 228.9

these numbers represent annual base salaries and are expressed in thousands of dollars

ontario

kitchener-waterloo

	experience			
	1 year	3 years	5 years	10 years
accountant	58.6 - 70.1	60.7 - 72.6	62.9 - 75.3	69.0 - 82.6
accounting clerk	38.0 - 41.1	38.9 - 44.8	41.9 - 48.3	47.7 - 54.9
accounting manager	80.2 - 97.4	86.3 - 104.8	92.2 - 111.9	105.4 - 127.9
accounting supervisor	58.0 - 70.1	62.3 - 75.3	66.4 - 80.4	75.9 - 92.0
accounts payable clerk	36.9 - 41.4	40.7 - 45.8	44.2 - 49.7	50.9 - 57.3
accounts payable manager	66.1 - 80.2	72.1 - 87.5	78.0 - 94.7	91.7 - 111.3
accounts receivable clerk	37.0 - 41.6	40.9 - 46.0	44.4 - 49.9	51.6 - 58.1
accounts receivable manager	67.7 - 80.1	73.4 - 87.0	79.1 - 93.7	92.5 - 109.6
billing specialist	35.5 - 41.3	38.8 - 45.2	41.8 - 48.7	47.2 - 55.1
bookkeeper	35.6 - 42.0	38.5 - 45.4	41.2 - 48.6	47.0 - 55.5
compliance officer	81.8 - 99.1	91.1 - 110.5	100.1 - 121.4	118.5 - 143.9
compliance specialist	51.0 - 60.9	56.4 - 67.4	61.4 - 73.5	71.8 - 85.9
controller	83.4 - 106.2	90.4 - 115.2	97.3 - 123.9	113.0 - 143.8
cost accountant	53.4 - 63.8	57.7 - 68.9	61.8 - 74.0	71.3 - 85.4
credit and collections supervisor	52.1 - 62.9	56.1 - 67.8	60.0 - 72.6	69.0 - 83.6
external auditor	55.4 - 66.2	60.6 - 72.5	65.7 - 78.6	76.5 - 91.7
financial analyst	62.8 - 75.2	67.3 - 80.5	71.7 - 85.8	81.4 - 97.6
financial reporting manager	87.2 - 105.9	94.2 - 114.4	101.0 - 122.6	116.2 - 141.0
fiscal analyst	59.5 - 72.0	63.4 - 76.7	67.2 - 81.3	75.8 - 91.8
internal audit manager	84.1 - 103.3	90.3 - 111.0	96.5 - 118.6	110.6 - 135.8
internal auditor	55.6 - 66.5	62.1 - 74.3	68.2 - 81.6	80.1 - 96.0
payroll clerk	40.8 - 47.6	44.9 - 52.3	48.5 - 56.6	55.3 - 64.5
payroll manager	67.4 - 81.7	72.9 - 88.4	78.1 - 94.9	89.4 - 108.6
payroll specialist	42.6 - 50.8	46.2 - 55.2	49.7 - 59.4	57.2 - 68.5
payroll supervisor	53.1 - 63.4	57.6 - 68.9	62.0 - 74.2	71.5 - 85.6
risk management analyst	49.5 - 59.8	54.4 - 65.8	59.2 - 71.6	69.8 - 84.6
risk management director	77.5 - 94.0	82.7 - 100.5	88.0 - 106.8	100.6 - 122.1
risk management supervisor	65.9 - 79.8	71.4 - 86.5	76.6 - 92.8	86.8 - 105.3
tax manager	85.5 - 105.0	91.7 - 112.7	97.9 - 120.3	112.4 - 138.1
treasury analyst	59.0 - 70.5	63.4 - 75.8	67.7 - 81.0	77.4 - 92.7

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	107.4 - 192.3	154.9 - 278.0	228.4 - 409.9
finance director	85.6 - 153.1	115.9 - 207.6	152.9 - 274.4
treasurer	113.6 - 157.3	155.6 - 216.1	203.0 - 281.9
vp internal audit	113.1 - 151.0	142.2 - 190.4	169.5 - 226.9

markham

	experience			
	1 year	3 years	5 years	10 years
accountant	61.9 - 74.1	64.1 - 76.8	66.5 - 79.6	72.9 - 87.3
accounting clerk	40.0 - 43.1	40.8 - 47.1	44.0 - 50.8	50.1 - 57.9
accounting manager	83.8 - 101.7	90.1 - 109.3	96.2 - 116.7	109.9 - 133.3
accounting supervisor	60.5 - 73.3	65.0 - 78.8	69.4 - 84.1	79.3 - 96.3
accounts payable clerk	40.0 - 43.5	42.7 - 48.1	46.4 - 52.3	53.6 - 60.4
accounts payable manager	69.1 - 83.8	75.4 - 91.4	81.5 - 98.8	95.7 - 116.1
accounts receivable clerk	40.0 - 43.7	42.9 - 48.3	46.6 - 52.5	54.3 - 61.2
accounts receivable manager	70.8 - 83.7	76.7 - 90.8	82.6 - 97.8	96.5 - 114.3
billing specialist	40.0 - 43.4	40.7 - 47.5	43.8 - 51.2	49.6 - 58.0
bookkeeper	45.0 - 48.3	48.0 - 51.2	50.0 - 55.7	55.3 - 65.0
compliance officer	86.3 - 104.6	96.2 - 116.6	105.6 - 127.9	124.9 - 151.3
compliance specialist	53.7 - 64.2	59.4 - 71.1	64.7 - 77.5	75.7 - 90.7
controller	87.1 - 110.8	94.4 - 120.1	101.6 - 129.2	117.8 - 149.8
cost accountant	56.3 - 67.4	60.9 - 72.9	65.3 - 78.2	75.4 - 90.2
credit and collections supervisor	54.3 - 65.7	58.5 - 70.9	62.7 - 75.9	72.2 - 87.6
external auditor	58.5 - 70.0	64.0 - 76.6	69.4 - 83.0	80.9 - 96.8
financial analyst	66.4 - 79.4	71.1 - 85.1	75.7 - 90.7	86.1 - 103.1
financial reporting manager	91.1 - 110.5	98.3 - 119.3	105.4 - 127.8	121.2 - 146.9
fiscal analyst	62.8 - 76.1	66.9 - 81.1	70.9 - 85.9	80.1 - 97.0
internal audit manager	87.8 - 107.8	94.4 - 115.8	100.7 - 123.6	115.3 - 141.5
internal auditor	58.7 - 70.2	65.6 - 78.5	72.0 - 86.2	84.7 - 101.4
payroll clerk	42.8 - 50.0	47.1 - 55.0	51.0 - 59.6	58.2 - 68.1
payroll manager	70.5 - 85.4	76.2 - 92.3	81.7 - 99.0	93.4 - 113.3
payroll specialist	45.0 - 53.1	48.3 - 57.7	52.0 - 62.2	60.0 - 71.6
payroll supervisor	55.4 - 66.2	60.2 - 72.0	64.8 - 77.6	74.8 - 89.6
risk management analyst	52.1 - 63.1	57.4 - 69.5	62.5 - 75.7	73.8 - 89.4
risk management director	80.9 - 98.2	86.4 - 104.9	91.9 - 111.5	105.0 - 127.3
risk management supervisor	69.6 - 84.3	75.4 - 91.4	80.9 - 98.1	91.8 - 111.2
tax manager	89.3 - 109.6	95.8 - 117.6	102.2 - 125.5	117.3 - 143.9
treasury analyst	62.3 - 74.5	67.0 - 80.2	71.5 - 85.6	81.8 - 97.9

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	112.1 - 199.2	161.3 - 285.2	235.6 - 416.3
finance director	89.4 - 159.4	120.9 - 214.6	159.2 - 281.6
treasurer	118.4 - 163.7	162.0 - 223.2	210.1 - 289.1
vp internal audit	117.9 - 157.3	148.2 - 197.3	176.2 - 234.1

these numbers represent annual base salaries and are expressed in thousands of dollars

mississauga

	experience			
	1 year	3 years	5 years	10 years
accountant	60.2 - 72.0	62.4 - 74.7	64.7 - 77.4	71.0 - 85.0
accounting clerk	40.0 - 42.2	42.0 - 46.2	43.1 - 49.8	49.2 - 56.8
accounting manager	82.1 - 99.8	88.3 - 107.3	94.4 - 114.6	107.9 - 130.9
accounting supervisor	59.2 - 71.7	63.6 - 77.0	67.9 - 82.3	77.6 - 94.1
accounts payable clerk	40.0 - 42.6	43.0 - 47.2	45.5 - 51.3	52.6 - 59.3
accounts payable manager	67.6 - 82.1	73.8 - 89.6	79.8 - 97.0	93.9 - 114.0
accounts receivable clerk	40.0 - 42.8	43.0 - 47.4	45.7 - 51.6	53.3 - 60.1
accounts receivable manager	69.2 - 82.0	75.1 - 89.1	81.0 - 96.0	94.7 - 112.3
billing specialist	40.0 - 42.5	42.5 - 46.6	42.9 - 50.2	48.7 - 56.9
bookkeeper	40.0 - 45.0	42.0 - 48.0	45.0 - 50.2	48.5 - 57.4
compliance officer	84.6 - 102.7	94.4 - 114.5	103.7 - 125.6	122.7 - 148.4
compliance specialist	52.5 - 62.8	58.1 - 69.6	63.3 - 75.9	74.2 - 88.9
controller	85.4 - 108.8	92.6 - 118.0	99.7 - 126.9	115.7 - 147.0
cost accountant	54.8 - 65.6	59.2 - 70.9	63.5 - 76.1	73.3 - 87.8
credit and collections supervisor	53.0 - 64.2	57.2 - 69.3	61.3 - 74.3	70.6 - 85.6
external auditor	56.9 - 68.1	62.3 - 74.6	67.5 - 80.8	78.7 - 94.3
financial analyst	64.6 - 77.3	69.2 - 82.8	73.7 - 88.3	83.8 - 100.4
financial reporting manager	89.3 - 108.4	96.5 - 117.1	103.5 - 125.5	119.0 - 144.1
fiscal analyst	61.1 - 74.0	65.1 - 78.9	69.0 - 83.7	77.9 - 94.5
internal audit manager	86.1 - 105.9	92.5 - 113.7	98.8 - 121.4	113.3 - 138.9
internal auditor	57.1 - 68.3	63.8 - 76.4	70.1 - 83.9	82.4 - 98.8
payroll clerk	41.9 - 49.1	46.2 - 54.0	50.1 - 58.5	57.2 - 66.9
payroll manager	68.9 - 83.7	74.6 - 90.5	80.0 - 97.2	91.6 - 111.2
payroll specialist	43.4 - 51.9	47.2 - 56.4	50.8 - 60.8	58.5 - 70.0
payroll supervisor	54.1 - 64.7	58.8 - 70.4	63.3 - 75.9	73.1 - 87.6
risk management analyst	50.7 - 61.4	55.8 - 67.6	60.8 - 73.6	71.8 - 87.0
risk management director	79.3 - 96.3	84.7 - 102.9	90.1 - 109.4	103.0 - 125.0
risk management supervisor	67.7 - 82.1	73.4 - 89.0	78.8 - 95.5	89.3 - 108.3
tax manager	87.5 - 107.6	94.0 - 115.5	100.3 - 123.2	115.2 - 141.2
treasury analyst	60.6 - 72.5	65.1 - 78.0	69.6 - 83.3	79.6 - 95.4

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	110.0 - 195.6	158.0 - 281.6	231.9 - 413.6
finance director	87.7 - 156.2	118.7 - 211.0	156.0 - 278.0
treasurer	116.3 - 160.4	158.8 - 219.5	206.4 - 285.6
vp internal audit	115.8 - 154.1	145.4 - 193.7	172.7 - 230.4

ontario

ottawa

	experience			
	1 year	3 years	5 years	10 years
accountant	62.6 - 74.8	64.9 - 77.5	67.2 - 80.4	73.7 - 88.1
accounting clerk	37.7 - 43.5	41.2 - 47.5	44.4 - 51.2	50.6 - 58.3
accounting manager	83.7 - 101.3	90.0 - 108.9	96.0 - 116.2	109.5 - 132.4
accounting supervisor	60.6 - 73.3	65.1 - 78.8	69.5 - 84.0	79.3 - 96.0
accounts payable clerk	39.0 - 43.9	43.1 - 48.6	46.8 - 52.7	54.1 - 60.9
accounts payable manager	69.1 - 83.7	75.4 - 91.2	81.5 - 98.6	95.5 - 115.6
accounts receivable clerk	39.2 - 44.1	43.3 - 48.8	47.0 - 53.0	54.8 - 61.7
accounts receivable manager	70.8 - 83.6	76.7 - 90.7	82.6 - 97.6	96.3 - 113.8
billing specialist	37.5 - 43.8	41.0 - 47.9	44.2 - 51.6	50.1 - 58.5
bookkeeper	37.7 - 44.5	40.7 - 48.1	43.7 - 51.6	49.9 - 59.0
compliance officer	86.9 - 105.2	96.8 - 117.1	106.2 - 128.4	125.4 - 151.5
compliance specialist	54.2 - 64.8	59.9 - 71.6	65.3 - 78.1	76.3 - 91.2
controller	87.0 - 110.4	94.2 - 119.5	101.2 - 128.4	117.3 - 148.6
cost accountant	57.0 - 68.2	61.6 - 73.6	66.0 - 78.9	76.1 - 91.0
credit and collections supervisor	54.4 - 65.8	58.6 - 70.9	62.8 - 75.9	72.2 - 87.4
external auditor	59.2 - 70.7	64.7 - 77.4	70.1 - 83.8	81.7 - 97.6
financial analyst	67.1 - 80.2	71.9 - 85.9	76.5 - 91.5	86.9 - 103.9
financial reporting manager	90.9 - 110.0	98.1 - 118.7	105.0 - 127.1	120.6 - 145.8
fiscal analyst	63.5 - 76.8	67.7 - 81.8	71.7 - 86.7	80.8 - 97.8
internal audit manager	87.7 - 107.4	94.1 - 115.3	100.4 - 122.9	114.8 - 140.5
internal auditor	59.4 - 71.0	66.3 - 79.3	72.8 - 87.0	85.5 - 102.2
payroll clerk	43.2 - 50.5	47.6 - 55.5	51.5 - 60.1	58.8 - 68.6
payroll manager	70.5 - 85.3	76.2 - 92.2	81.6 - 98.8	93.2 - 112.8
payroll specialist	46.0 - 53.1	48.3 - 57.7	52.0 - 62.1	60.0 - 71.6
payroll supervisor	55.5 - 66.3	60.3 - 72.1	64.9 - 77.6	74.8 - 89.4
risk management analyst	52.8 - 63.9	58.1 - 70.2	63.2 - 76.4	74.5 - 90.2
risk management director	80.9 - 97.9	86.3 - 104.5	91.7 - 111.0	104.6 - 126.5
risk management supervisor	70.4 - 85.1	76.2 - 92.2	81.7 - 98.9	92.5 - 112.0
tax manager	89.1 - 109.1	95.6 - 117.0	101.9 - 124.8	116.7 - 142.8
treasury analyst	63.0 - 75.3	67.7 - 80.9	72.3 - 86.4	82.6 - 98.7

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	111.6 - 197.2	159.7 - 282.6	233.3 - 413.3
finance director	89.3 - 157.9	120.2 - 212.5	157.7 - 279.0
treasurer	117.8 - 162.2	160.5 - 221.0	208.0 - 286.5
vp internal audit	117.3 - 155.9	147.1 - 195.3	174.4 - 231.8

these numbers represent annual base salaries and are expressed in thousands of dollars

ontario

toronto

	experience			
	1 year	3 years	5 years	10 years
accountant	63.5 - 76.1	65.8 - 79.0	68.3 - 81.9	75.0 - 90.0
accounting clerk	42.0 - 43.7	41.4 - 47.9	44.7 - 51.8	51.1 - 59.1
accounting manager	86.3 - 104.9	92.9 - 112.8	99.2 - 120.4	113.4 - 137.4
accounting supervisor	60.6 - 73.5	65.1 - 79.0	69.5 - 84.4	79.6 - 96.7
accounts payable clerk	42.0 - 44.2	43.4 - 49.1	47.2 - 53.3	54.7 - 61.7
accounts payable manager	71.0 - 86.3	77.5 - 94.2	83.9 - 102.0	98.7 - 119.8
accounts receivable clerk	42.0 - 44.4	43.6 - 49.2	47.5 - 53.6	55.4 - 62.6
accounts receivable manager	72.7 - 86.2	79.0 - 93.6	85.1 - 100.9	99.6 - 118.0
billing specialist	42.0 - 44.1	41.2 - 48.3	44.5 - 52.2	50.6 - 59.2
bookkeeper	43.0 - 44.8	40.9 - 48.6	44.0 - 52.1	50.4 - 59.7
compliance officer	88.4 - 107.3	98.6 - 119.6	108.3 - 131.3	128.2 - 155.2
compliance specialist	54.7 - 65.6	60.6 - 72.6	66.1 - 79.3	77.4 - 92.9
controller	89.7 - 114.4	97.3 - 123.9	104.8 - 133.2	121.6 - 154.4
cost accountant	57.8 - 69.2	62.5 - 74.9	67.0 - 80.4	77.5 - 93.1
credit and collections supervisor	54.3 - 65.8	58.6 - 71.0	62.8 - 76.2	72.4 - 87.9
external auditor	65.0 - 72.0	71.9 - 78.8	74.0 - 87.9	87.5 - 100.0
financial analyst	68.1 - 81.7	73.1 - 87.7	77.9 - 93.5	88.7 - 106.6
financial reporting manager	93.9 - 114.0	101.4 - 123.1	108.7 - 131.8	125.0 - 151.4
fiscal analyst	64.5 - 78.2	68.7 - 83.4	72.9 - 88.6	82.4 - 100.2
internal audit manager	90.5 - 111.3	97.3 - 119.5	103.9 - 127.5	119.0 - 145.8
internal auditor	60.2 - 72.2	67.3 - 80.7	74.0 - 88.8	87.2 - 104.8
payroll clerk	43.5 - 51.0	48.0 - 56.2	52.0 - 60.9	59.5 - 69.6
payroll manager	72.4 - 87.9	78.4 - 95.2	84.1 - 102.1	96.3 - 116.9
payroll specialist	45.3 - 54.3	49.3 - 59.1	53.2 - 63.7	61.3 - 73.6
payroll supervisor	55.4 - 66.3	60.2 - 72.2	64.9 - 77.8	75.0 - 90.0
risk management analyst	53.4 - 64.8	58.8 - 71.4	64.1 - 77.8	75.8 - 92.2
risk management director	83.3 - 101.2	89.1 - 108.2	94.7 - 115.0	108.3 - 131.3
risk management supervisor	71.5 - 86.9	77.6 - 94.3	83.3 - 101.3	94.6 - 115.0
tax manager	92.0 - 113.1	98.8 - 121.3	105.5 - 129.4	121.0 - 148.3
treasury analyst	63.9 - 76.6	68.7 - 82.5	73.5 - 88.2	84.2 - 101.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	115.6 - 204.6	166.2 - 290.8	241.2 - 421.3
finance director	92.2 - 164.3	124.7 - 220.1	164.1 - 287.2
treasurer	122.2 - 168.7	167.0 - 228.8	215.6 - 294.8
vp internal audit	121.7 - 162.1	152.7 - 202.7	181.3 - 239.7

vaughan

	experience			
	1 year	3 years	5 years	10 years
accountant	61.4 - 73.5	63.7 - 76.2	66.0 - 79.0	72.4 - 86.7
accounting clerk	40.0 - 42.8	40.6 - 46.8	43.7 - 50.4	49.8 - 57.5
accounting manager	83.2 - 101.0	89.5 - 108.6	95.6 - 116.0	109.2 - 132.5
accounting supervisor	60.1 - 72.8	64.6 - 78.2	68.9 - 83.6	78.8 - 95.6
accounts payable clerk	40.0 - 43.2	42.5 - 47.8	46.1 - 51.9	53.2 - 60.0
accounts payable manager	68.7 - 83.2	74.9 - 90.8	80.9 - 98.2	95.1 - 115.4
accounts receivable clerk	40.0 - 43.4	42.6 - 48.0	46.3 - 52.2	53.9 - 60.8
accounts receivable manager	70.3 - 83.1	76.2 - 90.2	82.1 - 97.2	95.9 - 113.6
billing specialist	40.0 - 43.1	40.4 - 47.1	43.5 - 50.8	49.3 - 57.6
bookkeeper	42.0 - 45.3	45.0 - 48.0	46.0 - 50.8	49.1 - 58.0
compliance officer	85.7 - 103.9	95.5 - 115.8	104.9 - 127.2	124.1 - 150.5
compliance specialist	53.3 - 63.8	59.0 - 70.6	64.3 - 77.0	75.2 - 90.0
controller	86.5 - 110.1	93.8 - 119.4	100.9 - 128.4	117.1 - 149.0
cost accountant	55.9 - 67.0	60.4 - 72.4	64.8 - 77.6	74.8 - 89.6
credit and collections supervisor	53.9 - 65.3	58.1 - 70.4	62.3 - 75.4	71.7 - 87.0
external auditor	58.0 - 69.5	63.6 - 76.1	68.9 - 82.4	80.3 - 96.2
financial analyst	65.9 - 78.9	70.6 - 84.5	75.2 - 90.0	85.5 - 102.4
financial reporting manager	90.4 - 109.7	97.7 - 118.5	104.7 - 127.0	120.5 - 146.1
fiscal analyst	62.4 - 75.5	66.4 - 80.5	70.4 - 85.4	79.5 - 96.4
internal audit manager	87.2 - 107.1	93.7 - 115.1	100.1 - 122.9	114.6 - 140.7
internal auditor	58.3 - 69.7	65.1 - 77.9	71.5 - 85.6	84.1 - 100.7
payroll clerk	42.5 - 49.6	46.8 - 54.7	50.7 - 59.2	57.8 - 67.6
payroll manager	70.0 - 84.8	75.6 - 91.7	81.1 - 98.4	92.7 - 112.5
payroll specialist	44.1 - 52.8	48.0 - 57.3	51.6 - 61.7	59.4 - 71.1
payroll supervisor	55.0 - 65.8	59.8 - 71.5	64.3 - 77.0	74.3 - 89.0
risk management analyst	51.8 - 62.7	57.0 - 69.0	62.0 - 75.1	73.3 - 88.8
risk management director	80.4 - 97.5	85.8 - 104.2	91.3 - 110.7	104.3 - 126.5
risk management supervisor	69.1 - 83.8	74.9 - 90.8	80.4 - 97.4	91.1 - 110.4
tax manager	88.7 - 108.9	95.1 - 116.9	101.5 - 124.7	116.5 - 143.1
treasury analyst	61.8 - 74.0	66.5 - 79.6	71.0 - 85.0	81.2 - 97.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	111.4 - 198.4	160.5 - 284.4	234.8 - 415.6
finance director	88.8 - 158.7	120.1 - 213.8	158.5 - 280.8
treasurer	117.7 - 163.0	161.3 - 222.4	209.3 - 288.3
vp internal audit	117.2 - 156.5	147.4 - 196.5	175.4 - 233.3

these numbers represent annual base salaries and are expressed in thousands of dollars

laval

	experience			
	1 year	3 years	5 years	10 years
accountant	58.4 - 70.0	60.5 - 72.6	62.8 - 75.3	68.9 - 82.7
accounting clerk	35.1 - 40.5	38.4 - 44.3	41.4 - 47.8	47.2 - 54.6
accounting manager	79.3 - 96.5	85.4 - 103.8	91.3 - 111.0	104.4 - 126.9
accounting supervisor	56.0 - 68.0	60.2 - 73.1	64.3 - 78.2	73.6 - 89.7
accounts payable clerk	36.2 - 40.9	40.2 - 45.3	43.7 - 49.2	50.5 - 57.0
accounts payable manager	65.3 - 79.3	71.3 - 86.6	77.1 - 93.8	90.8 - 110.4
accounts receivable clerk	36.4 - 41.1	40.3 - 45.5	43.9 - 49.5	51.2 - 57.7
accounts receivable manager	66.8 - 79.2	72.6 - 86.1	78.2 - 92.8	91.6 - 108.7
billing specialist	34.9 - 40.8	38.2 - 44.7	41.2 - 48.2	46.8 - 54.7
bookkeeper	35.0 - 41.4	37.9 - 44.9	40.7 - 48.1	46.6 - 55.1
compliance officer	81.4 - 98.9	90.8 - 110.4	99.9 - 121.3	118.4 - 143.8
compliance specialist	50.4 - 60.3	55.7 - 66.8	60.8 - 73.0	71.3 - 85.5
controller	82.5 - 105.3	89.5 - 114.2	96.4 - 123.0	112.0 - 142.8
cost accountant	53.1 - 63.7	57.4 - 68.9	61.7 - 74.0	71.3 - 85.6
credit and collections supervisor	50.1 - 60.8	54.1 - 65.7	58.0 - 70.4	66.9 - 81.4
external auditor	55.1 - 66.1	60.4 - 72.5	65.5 - 78.6	76.5 - 91.9
financial analyst	62.6 - 75.1	67.2 - 80.6	71.6 - 86.0	81.5 - 98.0
financial reporting manager	86.3 - 104.9	93.3 - 113.4	100.1 - 121.6	115.3 - 140.0
fiscal analyst	59.3 - 71.9	63.2 - 76.7	67.0 - 81.4	75.8 - 92.1
internal audit manager	83.2 - 102.4	89.5 - 110.1	95.6 - 117.6	109.6 - 134.8
internal auditor	55.4 - 66.4	61.9 - 74.3	68.0 - 81.7	80.2 - 96.3
payroll clerk	40.3 - 47.1	44.4 - 51.9	48.1 - 56.2	54.9 - 64.2
payroll manager	66.6 - 80.8	72.0 - 87.5	77.3 - 94.0	88.5 - 107.6
payroll specialist	41.7 - 50.0	45.4 - 54.4	48.9 - 58.6	56.4 - 67.6
payroll supervisor	51.1 - 61.3	55.6 - 66.7	60.0 - 72.0	69.3 - 83.4
risk management analyst	49.1 - 59.6	54.1 - 65.6	58.9 - 71.5	69.7 - 84.7
risk management director	76.6 - 93.1	81.9 - 99.5	87.1 - 105.9	99.7 - 121.1
risk management supervisor	65.7 - 79.9	71.3 - 86.7	76.6 - 93.1	87.0 - 105.8
tax manager	84.6 - 104.1	90.8 - 111.8	97.0 - 119.4	111.5 - 137.1
treasury analyst	58.7 - 70.4	63.2 - 75.8	67.6 - 81.1	77.4 - 93.0

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	106.5 - 190.9	153.8 - 276.0	226.8 - 407.0
finance director	84.7 - 152.0	115.0 - 206.1	151.8 - 272.4
treasurer	112.6 - 156.1	154.5 - 214.5	201.6 - 279.9
vp internal audit	112.1 - 149.9	141.2 - 189.0	168.3 - 225.3

québec

longueuil

	experience			
	1 year	3 years	5 years	10 years
accountant	58.7 - 70.3	60.9 - 73.0	63.1 - 75.7	69.3 - 83.1
accounting clerk	34.8 - 40.3	38.1 - 44.2	41.2 - 47.7	47.1 - 54.5
accounting manager	79.6 - 96.8	85.7 - 104.1	91.5 - 111.2	104.7 - 127.2
accounting supervisor	56.3 - 68.3	60.5 - 73.5	64.6 - 78.6	74.0 - 90.1
accounts payable clerk	36.0 - 40.7	40.0 - 45.2	43.5 - 49.1	50.4 - 56.9
accounts payable manager	65.5 - 79.6	71.5 - 86.9	77.4 - 94.1	91.1 - 110.7
accounts receivable clerk	36.2 - 40.9	40.1 - 45.3	43.7 - 49.4	51.1 - 57.7
accounts receivable manager	67.1 - 79.5	72.8 - 86.4	78.5 - 93.1	91.8 - 108.9
billing specialist	34.7 - 40.6	38.0 - 44.5	41.0 - 48.1	46.6 - 54.6
bookkeeper	34.8 - 41.2	37.7 - 44.7	40.5 - 48.0	46.4 - 55.0
compliance officer	81.5 - 99.1	91.0 - 110.7	100.1 - 121.6	118.7 - 144.1
compliance specialist	50.4 - 60.4	55.8 - 66.9	60.9 - 73.1	71.4 - 85.7
controller	82.8 - 105.6	89.8 - 114.5	96.7 - 123.2	112.3 - 143.0
cost accountant	53.4 - 64.0	57.8 - 69.2	62.0 - 74.3	71.6 - 85.9
credit and collections supervisor	50.4 - 61.1	54.4 - 66.0	58.3 - 70.8	67.3 - 81.8
external auditor	55.5 - 66.4	60.7 - 72.8	65.9 - 79.0	76.9 - 92.3
financial analyst	63.0 - 75.5	67.5 - 81.0	71.9 - 86.3	81.9 - 98.3
financial reporting manager	86.6 - 105.2	93.6 - 113.7	100.3 - 121.9	115.5 - 140.2
fiscal analyst	59.6 - 72.3	63.5 - 77.1	67.4 - 81.8	76.1 - 92.5
internal audit manager	83.5 - 102.7	89.7 - 110.4	95.9 - 117.9	109.9 - 135.0
internal auditor	55.7 - 66.7	62.2 - 74.6	68.4 - 82.1	80.6 - 96.7
payroll clerk	40.1 - 46.9	44.2 - 51.8	47.9 - 56.1	54.8 - 64.2
payroll manager	66.8 - 81.1	72.3 - 87.8	77.6 - 94.2	88.8 - 107.9
payroll specialist	41.9 - 50.2	45.6 - 54.6	49.1 - 58.8	56.6 - 67.9
payroll supervisor	51.4 - 61.6	55.9 - 67.1	60.3 - 72.3	69.7 - 83.7
risk management analyst	49.4 - 59.9	54.4 - 66.0	59.2 - 71.9	70.1 - 85.1
risk management director	76.9 - 93.4	82.1 - 99.8	87.4 - 106.2	99.9 - 121.4
risk management supervisor	66.1 - 80.2	71.7 - 87.0	76.9 - 93.5	87.4 - 106.1
tax manager	84.9 - 104.4	91.1 - 112.1	97.3 - 119.6	111.8 - 137.3
treasury analyst	59.1 - 70.8	63.5 - 76.2	67.9 - 81.5	77.8 - 93.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	106.8 - 191.4	154.1 - 276.9	227.5 - 408.6
finance director	85.0 - 152.3	115.2 - 206.6	152.1 - 273.3
treasurer	112.9 - 156.4	154.8 - 215.1	202.1 - 280.8
vp internal audit	112.4 - 150.2	141.5 - 189.5	168.6 - 225.9

these numbers represent annual base salaries and are expressed in thousands of dollars

québec

montréal

	experience			
	1 year	3 years	5 years	10 years
accountant	59.1 - 70.9	61.3 - 73.5	63.6 - 76.3	69.8 - 83.8
accounting clerk	35.4 - 40.9	38.8 - 44.8	41.9 - 48.4	47.8 - 55.2
accounting manager	80.4 - 97.8	86.5 - 105.2	92.5 - 112.4	105.8 - 128.5
accounting supervisor	56.7 - 68.9	61.0 - 74.1	65.1 - 79.2	74.6 - 90.9
accounts payable clerk	36.6 - 41.3	40.6 - 45.9	44.2 - 49.8	51.1 - 57.7
accounts payable manager	66.1 - 80.3	72.2 - 87.8	78.1 - 95.0	92.0 - 111.9
accounts receivable clerk	36.8 - 41.5	40.8 - 46.0	44.4 - 50.1	51.8 - 58.5
accounts receivable manager	67.7 - 80.3	73.5 - 87.2	79.2 - 94.0	92.8 - 110.1
billing specialist	35.2 - 41.2	38.6 - 45.2	41.7 - 48.8	47.3 - 55.3
bookkeeper	35.4 - 41.9	38.3 - 45.4	41.1 - 48.7	47.1 - 55.8
compliance officer	82.4 - 100.2	92.0 - 111.8	101.2 - 122.9	119.9 - 145.5
compliance specialist	51.0 - 61.1	56.4 - 67.7	61.6 - 73.9	72.2 - 86.7
controller	83.6 - 106.7	90.7 - 115.7	97.7 - 124.5	113.5 - 144.5
cost accountant	53.8 - 64.5	58.1 - 69.7	62.4 - 74.9	72.2 - 86.7
credit and collections supervisor	50.8 - 61.6	54.8 - 66.5	58.7 - 71.4	67.8 - 82.5
external auditor	55.8 - 67.0	61.2 - 73.4	66.4 - 79.6	77.6 - 93.2
financial analyst	63.4 - 76.1	68.0 - 81.7	72.5 - 87.1	82.6 - 99.3
financial reporting manager	87.4 - 106.3	94.5 - 114.9	101.4 - 123.2	116.8 - 141.7
fiscal analyst	60.0 - 72.9	64.0 - 77.7	67.9 - 82.5	76.8 - 93.4
internal audit manager	84.3 - 103.8	90.6 - 111.5	96.9 - 119.1	111.1 - 136.4
internal auditor	56.0 - 67.2	62.7 - 75.2	68.9 - 82.8	81.3 - 97.6
payroll clerk	40.7 - 47.7	44.9 - 52.5	48.6 - 56.9	55.6 - 65.1
payroll manager	67.4 - 81.9	73.0 - 88.7	78.3 - 95.2	89.7 - 109.0
payroll specialist	42.2 - 50.6	45.9 - 55.1	49.5 - 59.4	57.1 - 68.5
payroll supervisor	51.8 - 62.1	56.3 - 67.6	60.7 - 72.9	70.2 - 84.5
risk management analyst	49.7 - 60.3	54.8 - 66.5	59.7 - 72.4	70.6 - 85.8
risk management director	77.6 - 94.4	83.0 - 100.9	88.3 - 107.3	101.0 - 122.7
risk management supervisor	66.6 - 80.9	72.2 - 87.8	77.6 - 94.4	88.2 - 107.2
tax manager	85.7 - 105.5	92.1 - 113.3	98.3 - 120.9	113.0 - 138.7
treasury analyst	59.5 - 71.4	64.0 - 76.8	68.4 - 82.2	78.4 - 94.2

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	107.9 - 192.8	155.5 - 278.2	228.8 - 409.5
finance director	85.9 - 153.7	116.5 - 208.0	153.5 - 274.6
treasurer	114.1 - 157.9	156.2 - 216.5	203.5 - 282.1
vp internal audit	113.6 - 151.6	142.9 - 190.9	170.0 - 227.3

québec city

	experience			
	1 year	3 years	5 years	10 years
accountant	55.3 - 66.3	57.3 - 68.7	59.4 - 71.3	65.2 - 78.3
accounting clerk	33.6 - 38.8	36.8 - 42.5	39.7 - 45.9	45.3 - 52.4
accounting manager	76.3 - 93.1	82.2 - 100.3	88.0 - 107.3	100.9 - 123.0
accounting supervisor	54.7 - 66.4	58.8 - 71.5	62.9 - 76.4	72.0 - 87.6
accounts payable clerk	34.8 - 39.2	38.5 - 43.5	41.8 - 47.2	48.4 - 54.7
accounts payable manager	62.6 - 76.3	68.4 - 83.4	74.2 - 90.4	87.5 - 106.8
accounts receivable clerk	34.9 - 39.4	38.7 - 43.6	42.0 - 47.5	49.1 - 55.5
accounts receivable manager	64.1 - 76.2	69.7 - 82.9	75.2 - 89.5	88.3 - 105.1
billing specialist	33.5 - 39.1	36.6 - 42.8	39.5 - 46.2	44.8 - 52.5
bookkeeper	33.6 - 39.7	36.3 - 43.0	39.0 - 46.2	44.7 - 52.9
compliance officer	78.2 - 95.4	87.4 - 106.7	96.3 - 117.4	114.5 - 139.5
compliance specialist	48.1 - 57.8	53.3 - 64.0	58.2 - 70.0	68.3 - 82.2
controller	79.4 - 101.7	86.3 - 110.5	93.0 - 119.1	108.4 - 138.6
cost accountant	50.3 - 60.3	54.4 - 65.2	58.4 - 70.0	67.5 - 81.0
credit and collections supervisor	49.0 - 59.4	52.9 - 64.2	56.7 - 68.8	65.4 - 79.5
external auditor	52.2 - 62.6	57.2 - 68.6	62.0 - 74.4	72.5 - 87.0
financial analyst	59.3 - 71.1	63.6 - 76.3	67.8 - 81.4	77.2 - 92.7
financial reporting manager	83.1 - 101.4	90.0 - 109.7	96.6 - 117.8	111.6 - 135.9
fiscal analyst	56.1 - 68.1	59.8 - 72.6	63.5 - 77.1	71.7 - 87.2
internal audit manager	80.1 - 98.9	86.2 - 106.5	92.2 - 113.8	106.0 - 130.7
internal auditor	52.4 - 62.8	58.6 - 70.3	64.4 - 77.3	75.9 - 91.2
payroll clerk	38.6 - 45.2	42.5 - 49.8	46.1 - 54.0	52.7 - 61.8
payroll manager	63.9 - 77.8	69.2 - 84.3	74.3 - 90.6	85.3 - 104.0
payroll specialist	40.0 - 47.9	43.5 - 52.1	46.9 - 56.2	54.1 - 64.9
payroll supervisor	50.0 - 59.9	54.4 - 65.2	58.6 - 70.3	67.8 - 81.4
risk management analyst	46.5 - 56.4	51.2 - 62.1	55.8 - 67.7	66.0 - 80.2
risk management director	73.6 - 89.8	78.8 - 96.1	83.9 - 102.4	96.2 - 117.3
risk management supervisor	62.2 - 75.6	67.5 - 82.0	72.5 - 88.1	82.3 - 100.2
tax manager	81.4 - 100.6	87.6 - 108.1	93.6 - 115.6	107.9 - 133.0
treasury analyst	55.6 - 66.7	59.8 - 71.8	64.0 - 76.8	73.3 - 88.0

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	103.0 - 186.4	149.5 - 271.3	222.2 - 402.7
finance director	81.6 - 147.7	111.3 - 201.5	147.5 - 267.7
treasurer	108.9 - 151.8	150.2 - 209.9	197.0 - 275.1
vp internal audit	108.4 - 145.7	137.1 - 184.5	163.8 - 220.6

these numbers represent annual base salaries and are expressed in thousands of dollars

regina

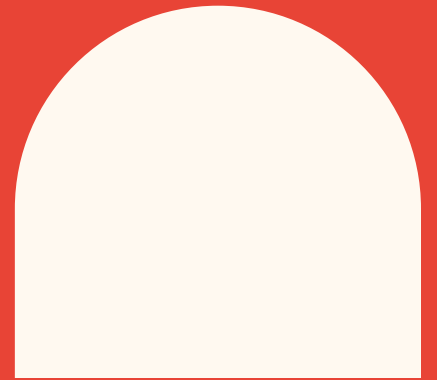
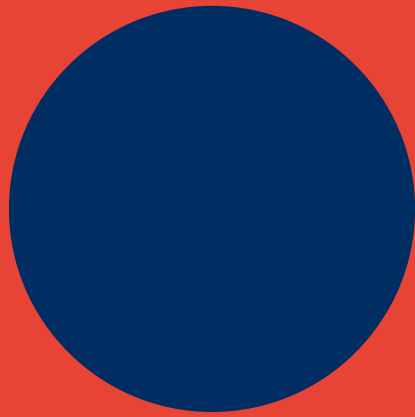
	experience			
	1 year	3 years	5 years	10 years
accountant	59.2 - 71.0	61.4 - 73.6	63.7 - 76.4	69.9 - 83.9
accounting clerk	35.3 - 40.8	38.6 - 44.6	41.7 - 48.1	47.5 - 54.9
accounting manager	80.0 - 97.1	86.1 - 104.4	91.9 - 111.6	105.0 - 127.5
accounting supervisor	57.7 - 70.1	62.1 - 75.3	66.3 - 80.4	75.8 - 92.0
accounts payable clerk	36.5 - 41.2	40.5 - 45.6	43.9 - 49.6	50.8 - 57.4
accounts payable manager	65.9 - 80.0	71.9 - 87.3	77.8 - 94.4	91.5 - 111.0
accounts receivable clerk	36.7 - 41.4	40.6 - 45.8	44.2 - 49.8	51.5 - 58.2
accounts receivable manager	67.5 - 79.9	73.2 - 86.8	78.9 - 93.5	92.2 - 109.3
billing specialist	35.1 - 41.1	38.5 - 45.0	41.5 - 48.5	47.1 - 55.1
bookkeeper	35.3 - 41.7	38.2 - 45.2	41.0 - 48.5	46.9 - 55.5
compliance officer	82.1 - 99.7	91.6 - 111.2	100.6 - 122.2	119.2 - 144.8
compliance specialist	50.9 - 61.0	56.3 - 67.5	61.5 - 73.7	72.0 - 86.3
controller	83.2 - 105.9	90.2 - 114.8	97.0 - 123.6	112.6 - 143.5
cost accountant	53.8 - 64.6	58.2 - 69.8	62.5 - 75.0	72.3 - 86.7
credit and collections supervisor	51.6 - 62.7	55.8 - 67.7	59.8 - 72.6	68.9 - 83.7
external auditor	55.9 - 67.1	61.3 - 73.5	66.5 - 79.7	77.7 - 93.2
financial analyst	63.5 - 76.2	68.1 - 81.8	72.6 - 87.1	82.7 - 99.2
financial reporting manager	87.0 - 105.5	93.9 - 114.0	100.7 - 122.2	115.9 - 140.7
fiscal analyst	60.1 - 73.0	64.1 - 77.8	68.0 - 82.6	76.9 - 93.4
internal audit manager	83.9 - 103.0	90.1 - 110.7	96.2 - 118.2	110.2 - 135.4
internal auditor	56.1 - 67.3	62.8 - 75.3	69.0 - 82.8	81.3 - 97.6
payroll clerk	40.5 - 47.4	44.7 - 52.2	48.4 - 56.6	55.3 - 64.8
payroll manager	67.2 - 81.5	72.7 - 88.2	78.0 - 94.6	89.2 - 108.2
payroll specialist	42.1 - 50.5	45.8 - 54.9	49.4 - 59.2	57.0 - 68.3
payroll supervisor	52.7 - 63.2	57.3 - 68.8	61.8 - 74.1	71.4 - 85.7
risk management analyst	49.8 - 60.4	54.8 - 66.6	59.7 - 72.6	70.7 - 85.9
risk management director	77.3 - 93.8	82.5 - 100.2	87.8 - 106.5	100.3 - 121.7
risk management supervisor	66.7 - 81.0	72.3 - 87.9	77.7 - 94.3	88.2 - 107.1
tax manager	85.2 - 104.7	91.5 - 112.4	97.7 - 120.0	112.1 - 137.7
treasury analyst	59.6 - 71.5	64.1 - 76.9	68.5 - 82.2	78.5 - 94.2

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief financial officer	107.1 - 191.7	154.6 - 276.5	227.5 - 406.9
finance director	85.4 - 152.8	115.6 - 206.8	152.6 - 273.0
treasurer	113.2 - 156.9	155.3 - 215.2	202.3 - 280.4
vp internal audit	112.7 - 150.7	141.9 - 189.8	169.0 - 226.0

human
resources



alberta

calgary

	experience		
	entry	mid	senior
compensation and benefits manager	88.8 - 114.9	98.3 - 129.6	110.3 - 146.3
employee benefits administrator	56.5 - 72.1	63.2 - 82.1	71.4 - 92.5
health and safety officer	61.4 - 78.7	70.4 - 91.4	80.6 - 103.6
HRIS analyst	61.7 - 81.7	71.5 - 96.0	82.9 - 109.3
human resources business partner	71.1 - 92.6	79.5 - 105.2	89.6 - 118.5
human resources clerk	43.6 - 55.5	49.4 - 62.5	54.5 - 67.3
human resources coordinator	50.4 - 65.4	55.9 - 74.2	63.1 - 84.7
human resources generalist	64.5 - 80.6	69.0 - 88.1	75.6 - 99.0
human resources manager	85.7 - 111.5	95.6 - 126.6	107.9 - 143.4
human resources supervisor	66.1 - 86.0	73.7 - 97.7	83.3 - 111.1
labour relations advisor	69.6 - 91.9	79.2 - 106.3	90.9 - 120.9
labour relations manager	95.1 - 128.0	111.4 - 151.8	129.9 - 174.3
payroll administrator	46.5 - 60.6	52.6 - 69.6	59.8 - 78.7
recruitment coordinator	42.5 - 55.2	48.7 - 63.7	55.3 - 71.7
talent acquisition consultant	63.3 - 82.1	70.2 - 92.7	78.9 - 104.5

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	112.0 - 187.3	156.7 - 260.7	193.6 - 321.7
health and safety director	92.3 - 121.9	121.1 - 159.9	146.3 - 191.3
human resources director	97.3 - 133.5	123.2 - 169.0	151.5 - 207.2

alberta

edmonton

	experience		
	entry	mid	senior
compensation and benefits manager	85.2 - 110.4	94.4 - 124.6	106.0 - 140.7
employee benefits administrator	54.3 - 69.3	60.7 - 78.8	68.6 - 89.0
health and safety officer	60.2 - 77.3	69.1 - 89.8	79.2 - 101.8
HRIS analyst	60.0 - 79.5	69.6 - 93.4	80.6 - 106.3
human resources business partner	68.3 - 89.1	76.3 - 101.4	86.2 - 114.5
human resources clerk	42.4 - 54.1	48.1 - 61.0	53.2 - 65.6
human resources coordinator	49.1 - 63.8	54.5 - 72.3	61.5 - 82.5
human resources generalist	61.9 - 77.5	66.3 - 84.8	72.6 - 95.3
human resources manager	82.2 - 107.1	91.7 - 121.7	103.6 - 138.0
human resources supervisor	63.4 - 82.7	70.8 - 94.1	80.1 - 107.2
labour relations advisor	66.8 - 88.4	76.1 - 102.5	87.4 - 116.8
labour relations manager	91.2 - 123.1	107.0 - 146.1	124.9 - 167.8
payroll administrator	44.7 - 58.2	50.5 - 66.8	57.4 - 75.5
recruitment coordinator	41.3 - 53.8	47.4 - 62.1	53.9 - 69.9
talent acquisition consultant	60.8 - 78.9	67.4 - 89.2	75.8 - 100.8

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	107.6 - 180.6	150.8 - 253.4	186.8 - 314.4
health and safety director	88.6 - 117.2	117.1 - 153.9	140.8 - 184.5
human resources director	93.4 - 128.3	118.4 - 162.6	145.8 - 200.2

these numbers represent annual base salaries and are expressed in thousands of dollars

vancouver

	experience		
	entry	mid	senior
compensation and benefits manager	85.9 - 111.4	95.2 - 125.8	106.9 - 142.1
employee benefits administrator	54.8 - 69.8	61.2 - 79.4	69.1 - 89.7
health and safety officer	59.8 - 76.7	68.6 - 89.1	78.6 - 101.0
HRIS analyst	60.6 - 80.2	70.3 - 94.2	81.4 - 107.2
human resources business partner	68.8 - 89.8	76.9 - 102.2	86.8 - 115.4
human resources clerk	43.1 - 54.9	48.8 - 61.8	53.9 - 66.5
human resources coordinator	49.9 - 64.7	55.3 - 73.3	62.3 - 83.6
human resources generalist	62.4 - 78.0	66.8 - 85.4	73.1 - 96.1
human resources manager	82.9 - 108.0	92.5 - 122.9	104.5 - 139.3
human resources supervisor	63.9 - 83.3	71.3 - 94.8	80.7 - 108.1
labour relations advisor	67.3 - 89.0	76.7 - 103.3	88.1 - 117.7
labour relations manager	92.0 - 124.3	108.0 - 147.4	126.1 - 169.4
payroll administrator	45.2 - 58.7	51.0 - 67.3	57.9 - 76.1
recruitment coordinator	42.0 - 54.6	48.2 - 62.9	54.7 - 70.8
talent acquisition consultant	61.3 - 79.5	67.9 - 89.9	76.3 - 101.5

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	108.6 - 182.3	152.2 - 256.0	188.6 - 317.7
health and safety director	89.3 - 118.3	118.1 - 155.3	142.1 - 186.3
human resources director	94.2 - 129.6	119.5 - 164.1	147.1 - 202.2

victoria

	experience		
	entry	mid	senior
compensation and benefits manager	83.0 - 107.7	92.0 - 121.7	103.4 - 137.6
employee benefits administrator	52.9 - 67.4	59.1 - 76.7	66.7 - 86.6
health and safety officer	58.6 - 75.3	67.2 - 87.5	77.1 - 99.3
HRIS analyst	58.8 - 77.8	68.1 - 91.4	78.9 - 104.2
human resources business partner	66.5 - 86.7	74.2 - 98.7	83.8 - 111.6
human resources clerk	41.7 - 53.0	47.2 - 59.7	52.1 - 64.3
human resources coordinator	48.1 - 62.5	53.4 - 70.9	60.2 - 81.0
human resources generalist	60.3 - 75.3	64.5 - 82.4	70.6 - 92.8
human resources manager	80.1 - 104.4	89.4 - 118.9	101.1 - 134.8
human resources supervisor	61.8 - 80.4	68.8 - 91.6	77.9 - 104.5
labour relations advisor	65.0 - 86.0	74.0 - 99.8	85.0 - 113.8
labour relations manager	88.9 - 120.2	104.4 - 142.8	122.0 - 164.3
payroll administrator	43.7 - 56.8	49.4 - 65.1	56.0 - 73.5
recruitment coordinator	40.6 - 52.7	46.5 - 60.8	52.9 - 68.5
talent acquisition consultant	59.2 - 76.8	65.6 - 86.8	73.7 - 98.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	105.0 - 177.0	147.5 - 249.8	183.2 - 311.0
health and safety director	86.3 - 114.4	114.2 - 150.5	137.6 - 180.9
human resources director	91.0 - 125.4	115.6 - 159.1	142.5 - 196.6

manitoba

winnipeg

	experience		
	entry	mid	senior
compensation and benefits manager	77.9 - 101.7	86.5 - 115.5	97.5 - 131.1
employee benefits administrator	49.5 - 63.4	55.4 - 72.5	62.8 - 82.2
health and safety officer	54.4 - 70.3	62.7 - 82.2	72.1 - 93.6
HRIS analyst	54.9 - 73.2	63.8 - 86.6	74.3 - 99.2
human resources business partner	62.5 - 82.3	70.1 - 94.1	79.5 - 106.9
human resources clerk	38.6 - 49.2	43.7 - 55.5	48.4 - 59.8
human resources coordinator	44.6 - 58.2	49.6 - 66.1	56.0 - 75.7
human resources generalist	56.6 - 71.2	60.6 - 78.1	66.5 - 88.3
human resources manager	75.1 - 98.6	84.0 - 112.7	95.3 - 128.4
human resources supervisor	58.0 - 76.1	64.8 - 87.1	73.7 - 99.8
labour relations advisor	61.1 - 81.6	69.9 - 95.2	80.7 - 109.1
labour relations manager	83.5 - 114.0	98.6 - 136.3	115.7 - 157.8
payroll administrator	40.5 - 52.8	45.8 - 60.7	52.0 - 68.8
recruitment coordinator	37.6 - 48.9	43.1 - 56.6	49.1 - 63.8
talent acquisition consultant	55.5 - 72.6	61.7 - 82.4	69.6 - 93.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	99.1 - 170.4	141.0 - 242.5	176.5 - 303.3
health and safety director	81.0 - 108.5	108.3 - 144.0	131.1 - 174.2
human resources director	85.6 - 119.0	109.4 - 152.7	136.0 - 189.7

new brunswick

moncton

	experience		
	entry	mid	senior
compensation and benefits manager	76.0 - 99.5	84.5 - 113.0	95.4 - 128.4
employee benefits administrator	47.8 - 61.4	53.6 - 70.1	60.7 - 79.5
health and safety officer	53.2 - 68.8	61.3 - 80.4	70.6 - 91.7
HRIS analyst	53.2 - 71.0	61.9 - 84.0	72.1 - 96.3
human resources business partner	60.5 - 79.7	67.8 - 91.1	76.9 - 103.5
human resources clerk	37.5 - 48.1	42.6 - 54.4	47.2 - 58.6
human resources coordinator	43.5 - 57.0	48.4 - 64.9	54.8 - 74.4
human resources generalist	54.7 - 68.9	58.6 - 75.6	64.4 - 85.5
human resources manager	73.3 - 96.4	82.1 - 110.2	93.1 - 125.7
human resources supervisor	56.1 - 73.7	62.7 - 84.3	71.3 - 96.6
labour relations advisor	59.1 - 78.9	67.6 - 92.1	78.0 - 105.6
labour relations manager	81.6 - 111.5	96.4 - 133.5	113.2 - 154.6
payroll administrator	39.2 - 51.3	44.4 - 59.1	50.6 - 67.1
recruitment coordinator	36.5 - 47.8	42.0 - 55.4	47.9 - 62.6
talent acquisition consultant	53.7 - 70.2	59.7 - 79.8	67.3 - 90.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	96.9 - 167.2	138.1 - 238.8	173.2 - 299.4
health and safety director	79.1 - 106.0	105.1 - 141.1	128.4 - 170.9
human resources director	83.6 - 116.5	107.1 - 149.6	133.2 - 186.3

these numbers represent annual base salaries and are expressed in thousands of dollars

halifax

	experience		
	entry	mid	senior
compensation and benefits manager	77.1 - 100.9	85.7 - 114.5	96.7 - 130.1
employee benefits administrator	48.7 - 62.3	54.5 - 71.2	61.7 - 80.8
health and safety officer	53.6 - 69.4	61.8 - 81.1	71.1 - 92.4
HRIS analyst	54.1 - 72.3	63.0 - 85.5	73.4 - 98.0
human resources business partner	61.4 - 80.9	68.9 - 92.6	78.1 - 105.3
human resources clerk	38.0 - 48.6	43.1 - 54.8	47.7 - 59.0
human resources coordinator	44.0 - 57.4	48.9 - 65.2	55.3 - 74.8
human resources generalist	55.6 - 69.9	59.5 - 76.8	65.4 - 86.8
human resources manager	74.3 - 97.7	83.2 - 111.8	94.4 - 127.4
human resources supervisor	57.0 - 74.8	63.7 - 85.7	72.4 - 98.3
labour relations advisor	60.1 - 80.2	68.7 - 93.7	79.3 - 107.5
labour relations manager	82.7 - 113.1	97.7 - 135.2	114.8 - 156.5
payroll administrator	40.0 - 52.2	45.2 - 60.0	51.4 - 68.0
recruitment coordinator	37.0 - 48.2	42.5 - 55.8	48.4 - 63.0
talent acquisition consultant	54.6 - 71.3	60.6 - 81.0	68.4 - 92.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	98.2 - 169.2	139.9 - 241.4	175.3 - 302.4
health and safety director	80.2 - 107.4	106.6 - 142.8	130.1 - 173.0
human resources director	84.7 - 118.1	108.6 - 151.4	134.9 - 188.5

ajax

	experience		
	entry	mid	senior
compensation and benefits manager	84.9 - 110.2	94.1 - 124.7	105.8 - 141.0
employee benefits administrator	53.7 - 68.5	60.0 - 78.0	67.8 - 88.1
health and safety officer	59.1 - 75.9	67.9 - 88.3	77.8 - 100.3
HRIS analyst	60.1 - 79.5	69.6 - 93.4	80.6 - 106.4
human resources business partner	67.5 - 88.2	75.5 - 100.5	85.3 - 113.6
human resources clerk	42.3 - 53.8	47.9 - 60.6	52.9 - 65.2
human resources coordinator	48.9 - 63.4	54.2 - 71.9	61.1 - 82.1
human resources generalist	61.2 - 76.6	65.5 - 83.8	71.7 - 94.4
human resources manager	81.9 - 106.9	91.4 - 121.7	103.4 - 138.2
human resources supervisor	62.7 - 81.8	69.9 - 93.2	79.2 - 106.3
labour relations advisor	66.0 - 87.5	75.3 - 101.6	86.5 - 115.9
labour relations manager	90.9 - 123.1	106.9 - 146.4	125.0 - 168.5
payroll administrator	44.6 - 57.9	50.4 - 66.4	57.1 - 75.1
recruitment coordinator	41.2 - 53.5	47.2 - 61.7	53.7 - 69.5
talent acquisition consultant	60.0 - 78.0	66.6 - 88.3	74.9 - 99.9

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	107.4 - 181.5	151.2 - 255.1	187.7 - 316.7
health and safety director	88.2 - 117.3	117.1 - 154.4	141.1 - 185.4
human resources director	93.1 - 128.4	118.4 - 163.3	146.1 - 201.3

ontario

hamilton

	experience		
	entry	mid	senior
compensation and benefits manager	82.3 - 107.1	91.3 - 121.2	102.7 - 137.2
employee benefits administrator	52.2 - 66.6	58.3 - 75.8	65.9 - 85.8
health and safety officer	57.0 - 73.4	65.5 - 85.4	75.2 - 97.0
HRIS analyst	57.8 - 76.6	67.0 - 90.2	77.7 - 102.9
human resources business partner	65.6 - 85.9	73.4 - 97.9	83.0 - 110.8
human resources clerk	40.8 - 52.0	46.2 - 58.5	51.0 - 63.0
human resources coordinator	47.1 - 61.3	52.3 - 69.5	59.0 - 79.4
human resources generalist	59.5 - 74.5	63.6 - 81.6	69.8 - 91.9
human resources manager	79.3 - 103.8	88.7 - 118.4	100.4 - 134.5
human resources supervisor	61.0 - 79.6	68.0 - 90.7	77.1 - 103.7
labour relations advisor	64.2 - 85.1	73.2 - 99.0	84.2 - 113.1
labour relations manager	88.2 - 119.7	103.8 - 142.5	121.5 - 164.3
payroll administrator	43.1 - 56.0	48.6 - 64.3	55.2 - 72.8
recruitment coordinator	39.8 - 51.6	45.6 - 59.6	51.8 - 67.1
talent acquisition consultant	58.4 - 75.9	64.8 - 86.0	72.9 - 97.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	104.3 - 177.2	147.3 - 250.3	183.4 - 311.8
health and safety director	85.6 - 113.8	113.0 - 150.4	137.3 - 181.1
human resources director	90.3 - 124.9	115.1 - 159.1	142.2 - 196.8

ontario

kitchener

	experience		
	entry	mid	senior
compensation and benefits manager	81.0 - 105.6	89.9 - 119.7	101.3 - 135.5
employee benefits administrator	51.3 - 65.3	57.3 - 74.4	64.7 - 84.1
health and safety officer	56.3 - 72.3	64.6 - 84.1	74.1 - 95.5
HRIS analyst	57.1 - 75.7	66.2 - 89.2	76.8 - 101.8
human resources business partner	64.4 - 84.2	72.0 - 95.9	81.4 - 108.5
human resources clerk	40.2 - 51.0	45.4 - 57.4	50.1 - 61.8
human resources coordinator	46.4 - 60.1	51.4 - 68.1	57.9 - 77.8
human resources generalist	58.4 - 73.1	62.5 - 80.0	68.4 - 90.1
human resources manager	78.1 - 102.4	87.4 - 116.8	99.0 - 132.8
human resources supervisor	59.9 - 78.0	66.7 - 88.9	75.6 - 101.6
labour relations advisor	63.0 - 83.4	71.8 - 96.9	82.5 - 110.8
labour relations manager	86.9 - 118.2	102.4 - 140.7	119.9 - 162.4
payroll administrator	42.6 - 55.2	48.0 - 63.3	54.5 - 71.7
recruitment coordinator	39.2 - 50.7	44.8 - 58.5	50.9 - 65.8
talent acquisition consultant	57.3 - 74.5	63.6 - 84.2	71.5 - 95.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	102.9 - 175.3	145.4 - 248.4	181.5 - 310.0
health and safety director	84.3 - 112.4	111.5 - 148.5	135.6 - 179.1
human resources director	89.0 - 123.3	113.5 - 157.2	140.4 - 194.9

these numbers represent annual base salaries and are expressed in thousands of dollars

markham

	experience		
	entry	mid	senior
compensation and benefits manager	84.7 - 110.2	93.9 - 124.8	105.7 - 141.2
employee benefits administrator	54.0 - 68.9	60.4 - 78.5	68.2 - 88.7
health and safety officer	58.5 - 75.3	67.2 - 87.7	77.2 - 99.6
HRIS analyst	59.8 - 79.2	69.3 - 93.2	80.3 - 106.3
human resources business partner	67.9 - 88.8	76.0 - 101.2	85.9 - 114.5
human resources clerk	42.4 - 54.0	48.0 - 60.8	53.0 - 65.5
human resources coordinator	49.0 - 63.6	54.4 - 72.2	61.3 - 82.6
human resources generalist	61.6 - 77.1	65.9 - 84.4	72.2 - 95.1
human resources manager	81.7 - 106.9	91.3 - 121.8	103.3 - 138.4
human resources supervisor	63.1 - 82.3	70.4 - 93.8	79.7 - 107.1
labour relations advisor	66.4 - 88.1	75.8 - 102.3	87.1 - 116.8
labour relations manager	90.8 - 123.2	106.8 - 146.6	125.1 - 169.0
payroll administrator	44.4 - 57.7	50.2 - 66.2	56.9 - 74.9
recruitment coordinator	41.3 - 53.7	47.4 - 61.9	53.8 - 69.7
talent acquisition consultant	60.4 - 78.6	67.0 - 88.9	75.4 - 100.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	107.4 - 182.0	151.5 - 255.6	188.3 - 317.1
health and safety director	88.1 - 117.2	116.4 - 154.7	141.3 - 186.0
human resources director	92.9 - 128.6	118.4 - 163.7	146.3 - 201.9

mississauga

	experience		
	entry	mid	senior
compensation and benefits manager	83.0 - 108.2	92.1 - 122.5	103.8 - 138.6
employee benefits administrator	52.8 - 67.4	59.0 - 76.9	66.7 - 87.0
health and safety officer	57.8 - 74.5	66.4 - 86.7	76.3 - 98.6
HRIS analyst	58.6 - 77.8	68.0 - 91.7	78.9 - 104.7
human resources business partner	66.5 - 87.1	74.4 - 99.3	84.2 - 112.4
human resources clerk	41.3 - 52.6	46.8 - 59.3	51.7 - 63.9
human resources coordinator	47.8 - 62.1	53.0 - 70.5	59.8 - 80.6
human resources generalist	60.2 - 75.5	64.5 - 82.7	70.7 - 93.3
human resources manager	80.0 - 104.9	89.5 - 119.6	101.4 - 135.8
human resources supervisor	61.7 - 80.7	68.9 - 92.1	78.1 - 105.2
labour relations advisor	65.0 - 86.3	74.2 - 100.4	85.4 - 114.7
labour relations manager	89.0 - 121.0	104.9 - 143.9	122.8 - 165.6
payroll administrator	43.4 - 56.4	49.0 - 64.7	55.6 - 73.3
recruitment coordinator	40.2 - 52.3	46.1 - 60.4	52.5 - 68.1
talent acquisition consultant	59.1 - 77.0	65.6 - 87.2	73.8 - 98.7

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	105.4 - 178.5	148.6 - 252.0	184.7 - 313.7
health and safety director	86.3 - 115.1	114.3 - 151.7	138.6 - 182.4
human resources director	91.1 - 126.2	116.3 - 160.4	143.6 - 198.2

ontario

ottawa

	experience		
	entry	mid	senior
compensation and benefits manager	84.6 - 109.8	93.7 - 124.1	105.4 - 140.2
employee benefits administrator	54.5 - 69.4	60.9 - 79.0	68.8 - 89.3
health and safety officer	59.0 - 75.8	67.7 - 88.1	77.6 - 99.9
HRIS analyst	60.4 - 80.0	70.0 - 94.0	81.1 - 107.2
human resources business partner	68.5 - 89.4	76.5 - 101.8	86.4 - 115.1
human resources clerk	42.3 - 53.9	48.0 - 60.7	53.0 - 65.3
human resources coordinator	48.9 - 63.5	54.3 - 72.0	61.2 - 82.1
human resources generalist	62.1 - 77.7	66.4 - 85.0	72.7 - 95.7
human resources manager	81.6 - 106.5	91.1 - 121.2	103.0 - 137.4
human resources supervisor	63.6 - 82.9	70.9 - 94.4	80.3 - 107.7
labour relations advisor	67.0 - 88.6	76.3 - 102.9	87.7 - 117.4
labour relations manager	90.6 - 122.6	106.4 - 145.5	124.4 - 167.3
payroll administrator	44.4 - 57.7	50.1 - 66.2	56.9 - 74.9
recruitment coordinator	41.3 - 53.6	47.3 - 61.8	53.7 - 69.5
talent acquisition consultant	61.0 - 79.1	67.6 - 89.5	76.0 - 101.2

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	107.0 - 180.2	150.3 - 253.2	186.4 - 314.4
health and safety director	87.9 - 115.6	115.1 - 153.4	140.3 - 184.1
human resources director	92.7 - 127.8	117.8 - 162.1	145.2 - 199.8

ontario

toronto

	experience		
	entry	mid	senior
compensation and benefits manager	87.2 - 113.7	96.9 - 128.7	109.1 - 145.5
employee benefits administrator	55.0 - 70.4	61.6 - 80.3	69.7 - 90.9
health and safety officer	59.4 - 76.6	68.3 - 89.3	78.6 - 101.5
HRIS analyst	60.4 - 80.2	70.1 - 94.5	81.3 - 107.9
human resources business partner	69.4 - 91.0	77.7 - 103.8	87.9 - 117.5
human resources clerk	42.8 - 54.8	48.6 - 61.9	53.8 - 66.6
human resources coordinator	49.6 - 64.8	55.2 - 73.6	62.4 - 84.0
human resources generalist	62.8 - 78.9	67.3 - 86.4	73.8 - 97.5
human resources manager	84.1 - 110.3	94.1 - 125.7	106.6 - 142.6
human resources supervisor	64.4 - 84.2	71.9 - 96.2	81.5 - 109.9
labour relations advisor	67.8 - 90.2	77.5 - 104.9	89.2 - 119.9
labour relations manager	93.5 - 127.1	110.2 - 151.1	129.0 - 174.1
payroll administrator	45.3 - 59.1	51.3 - 68.0	58.3 - 77.0
recruitment coordinator	41.6 - 54.4	47.9 - 63.0	54.6 - 71.0
talent acquisition consultant	61.6 - 80.4	68.5 - 91.1	77.1 - 103.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	110.8 - 187.3	156.1 - 261.2	193.6 - 322.6
health and safety director	90.7 - 120.8	120.1 - 159.4	145.6 - 191.3
human resources director	95.8 - 132.6	122.2 - 168.7	150.8 - 207.3

these numbers represent annual base salaries and are expressed in thousands of dollars

ontario

vaughan

	experience		
	entry	mid	senior
compensation and benefits manager	84.1 - 109.5	93.3 - 124.0	105.0 - 140.4
employee benefits administrator	53.6 - 68.4	59.9 - 77.9	67.7 - 88.1
health and safety officer	58.0 - 74.7	66.7 - 87.1	76.6 - 98.9
HRIS analyst	59.4 - 78.6	68.8 - 92.6	79.8 - 105.6
human resources business partner	67.5 - 88.2	75.4 - 100.5	85.3 - 113.8
human resources clerk	42.1 - 53.6	47.7 - 60.4	52.7 - 65.0
human resources coordinator	48.7 - 63.2	54.0 - 71.7	60.9 - 82.0
human resources generalist	61.1 - 76.6	65.4 - 83.8	71.7 - 94.5
human resources manager	81.1 - 106.2	90.7 - 121.1	102.6 - 137.6
human resources supervisor	62.6 - 81.8	69.9 - 93.2	79.2 - 106.4
labour relations advisor	66.0 - 87.5	75.2 - 101.6	86.5 - 116.1
labour relations manager	90.1 - 122.5	106.1 - 145.8	124.3 - 168.2
payroll administrator	44.1 - 57.3	49.8 - 65.7	56.6 - 74.4
recruitment coordinator	41.1 - 53.3	47.0 - 61.5	53.4 - 69.2
talent acquisition consultant	60.0 - 78.0	66.6 - 88.3	74.9 - 99.9

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	106.7 - 181.3	150.7 - 254.8	187.5 - 316.3
health and safety director	87.5 - 116.4	115.6 - 153.9	140.5 - 185.2
human resources director	92.3 - 127.8	117.7 - 162.9	145.5 - 201.1

québec

laval

	experience		
	entry	mid	senior
compensation and benefits manager	80.2 - 104.7	89.1 - 118.7	100.4 - 134.5
employee benefits administrator	50.6 - 64.8	56.7 - 73.9	64.1 - 83.7
health and safety officer	55.0 - 70.9	63.2 - 82.8	72.7 - 94.3
HRIS analyst	55.7 - 74.1	64.7 - 87.6	75.2 - 100.2
human resources business partner	63.9 - 83.8	71.5 - 95.6	81.0 - 108.4
human resources clerk	39.5 - 50.5	44.8 - 56.9	49.6 - 61.3
human resources coordinator	45.8 - 59.6	50.8 - 67.7	57.4 - 77.5
human resources generalist	57.8 - 72.6	61.9 - 79.6	67.9 - 89.8
human resources manager	77.3 - 101.5	86.5 - 115.9	98.1 - 131.8
human resources supervisor	59.3 - 77.6	66.2 - 88.6	75.1 - 101.4
labour relations advisor	62.4 - 83.1	71.3 - 96.7	82.1 - 110.7
labour relations manager	86.0 - 117.2	101.5 - 139.7	119.0 - 161.3
payroll administrator	41.7 - 54.4	47.2 - 62.5	53.6 - 70.8
recruitment coordinator	38.5 - 50.2	44.2 - 58.0	50.3 - 65.3
talent acquisition consultant	56.8 - 74.0	63.0 - 83.9	71.0 - 95.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	102.0 - 174.0	144.4 - 246.6	180.2 - 307.8
health and safety director	83.4 - 111.4	110.6 - 147.4	134.6 - 177.9
human resources director	88.1 - 122.3	112.6 - 156.1	139.4 - 193.5

these numbers represent annual base salaries and are expressed in thousands of dollars

québec

longueuil

	experience		
	entry	mid	senior
compensation and benefits manager	80.4 - 105.0	89.3 - 119.0	100.7 - 134.8
employee benefits administrator	50.6 - 64.9	56.7 - 74.0	64.2 - 83.9
health and safety officer	55.2 - 71.2	63.5 - 82.9	73.0 - 94.3
HRIS analyst	56.7 - 75.3	65.8 - 88.8	76.4 - 101.5
human resources business partner	63.9 - 84.0	71.6 - 95.9	81.1 - 108.7
human resources clerk	39.5 - 50.6	44.8 - 57.1	49.6 - 61.5
human resources coordinator	45.8 - 59.8	50.9 - 67.9	57.6 - 77.7
human resources generalist	57.9 - 72.7	62.0 - 79.7	68.0 - 90.0
human resources manager	77.6 - 101.8	86.8 - 116.1	98.4 - 132.0
human resources supervisor	59.3 - 77.7	66.3 - 88.8	75.2 - 101.6
labour relations advisor	62.5 - 83.2	71.4 - 96.9	82.3 - 110.9
labour relations manager	86.3 - 117.5	101.7 - 140.0	119.2 - 161.6
payroll administrator	41.9 - 54.6	47.4 - 62.7	53.8 - 71.1
recruitment coordinator	38.4 - 50.2	44.2 - 58.1	50.4 - 65.6
talent acquisition consultant	56.8 - 74.1	63.1 - 84.1	71.1 - 95.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	102.3 - 174.4	144.7 - 247.4	180.6 - 308.9
health and safety director	83.7 - 110.7	110.1 - 147.7	134.8 - 178.3
human resources director	88.4 - 122.6	112.9 - 156.4	139.7 - 194.0

québec

montréal

	experience		
	entry	mid	senior
compensation and benefits manager	81.2 - 106.1	90.2 - 120.2	101.7 - 136.1
employee benefits administrator	51.3 - 65.6	57.4 - 74.9	64.9 - 84.8
health and safety officer	55.7 - 71.8	64.0 - 83.9	73.7 - 95.5
HRIS analyst	56.4 - 75.1	65.5 - 88.7	76.2 - 101.6
human resources business partner	64.7 - 84.9	72.4 - 96.9	82.0 - 109.8
human resources clerk	39.9 - 51.1	45.3 - 57.6	50.2 - 62.1
human resources coordinator	46.3 - 60.4	51.5 - 68.6	58.1 - 78.5
human resources generalist	58.6 - 73.5	62.7 - 80.6	68.8 - 91.0
human resources manager	78.3 - 102.8	87.7 - 117.4	99.4 - 133.4
human resources supervisor	60.0 - 78.6	67.1 - 89.8	76.1 - 102.7
labour relations advisor	63.2 - 84.2	72.2 - 98.0	83.2 - 112.1
labour relations manager	87.1 - 118.7	102.8 - 141.4	120.5 - 163.0
payroll administrator	42.2 - 55.1	47.8 - 63.3	54.3 - 71.7
recruitment coordinator	38.9 - 50.8	44.7 - 58.7	50.9 - 66.2
talent acquisition consultant	57.5 - 75.0	63.8 - 85.0	71.9 - 96.3

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	103.4 - 175.8	146.1 - 248.7	182.0 - 310.1
health and safety director	84.5 - 113.9	113.1 - 149.1	136.2 - 179.7
human resources director	89.3 - 123.9	114.1 - 157.8	141.1 - 195.4

these numbers represent annual base salaries and are expressed in thousands of dollars

québec

québec city

	experience		
	entry	mid	senior
compensation and benefits manager	77.1 - 101.2	85.8 - 114.9	97.0 - 130.5
employee benefits administrator	48.4 - 62.0	54.2 - 70.9	61.4 - 80.4
health and safety officer	53.6 - 69.2	61.6 - 80.7	70.9 - 91.9
HRIS analyst	53.6 - 71.3	62.2 - 84.2	72.3 - 96.3
human resources business partner	61.2 - 80.5	68.6 - 92.2	77.8 - 104.7
human resources clerk	38.4 - 49.0	43.5 - 55.2	48.1 - 59.4
human resources coordinator	44.4 - 57.8	49.3 - 65.6	55.7 - 75.1
human resources generalist	55.3 - 69.6	59.3 - 76.4	65.1 - 86.4
human resources manager	74.3 - 98.0	83.3 - 112.1	94.7 - 127.8
human resources supervisor	56.7 - 74.5	63.4 - 85.2	72.0 - 97.8
labour relations advisor	59.8 - 79.8	68.4 - 93.2	78.9 - 106.9
labour relations manager	82.8 - 113.5	98.0 - 135.6	115.2 - 156.9
payroll administrator	40.0 - 52.1	45.2 - 59.9	51.4 - 68.0
recruitment coordinator	37.5 - 48.7	42.9 - 56.2	48.8 - 63.3
talent acquisition consultant	54.3 - 71.0	60.4 - 80.6	68.1 - 91.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	98.5 - 169.6	140.2 - 241.9	175.7 - 303.1
health and safety director	80.3 - 107.8	107.2 - 143.2	130.5 - 173.4
human resources director	84.9 - 118.5	108.9 - 151.8	135.3 - 188.9

saskatchewan

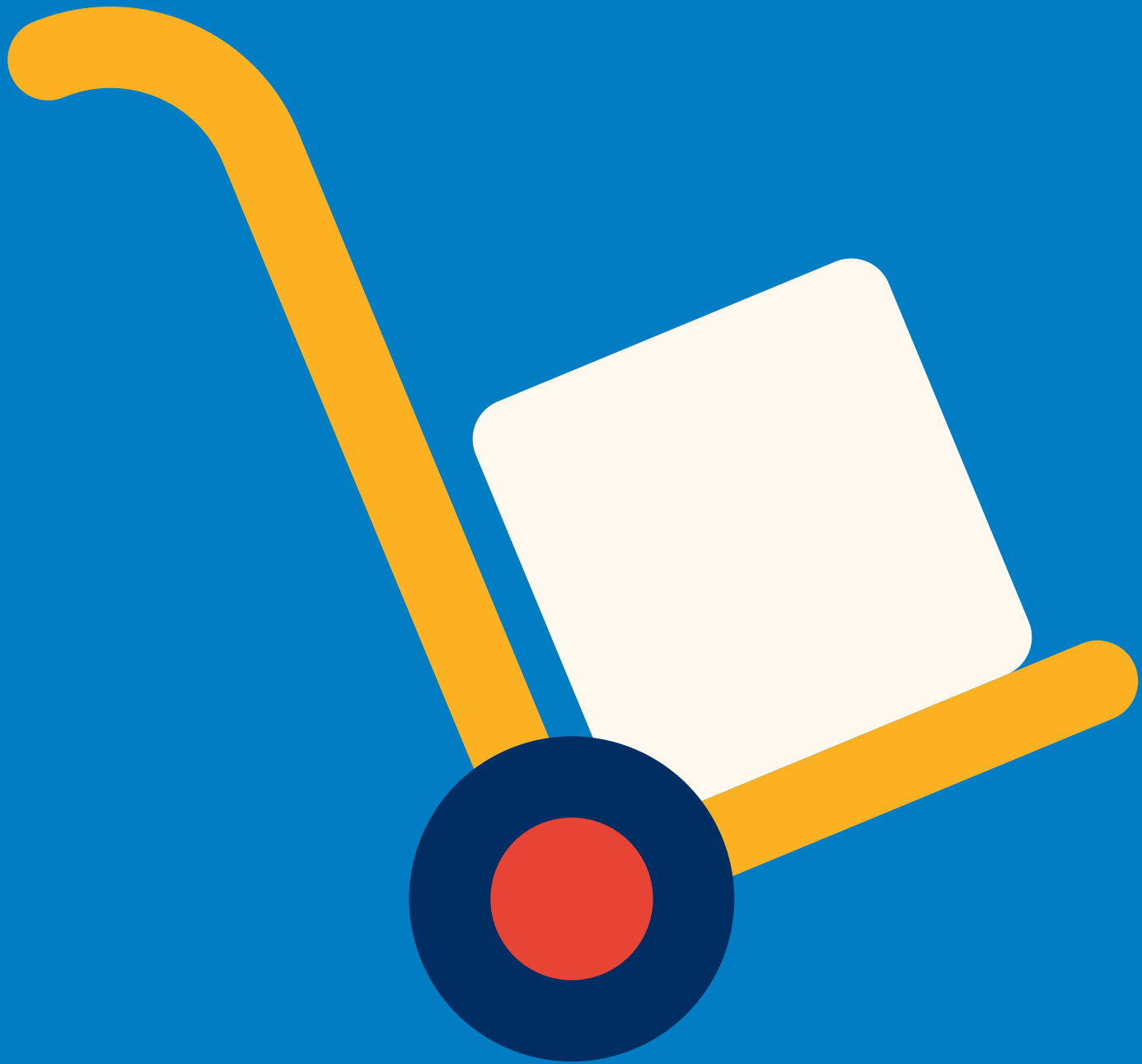
regina

	experience		
	entry	mid	senior
compensation and benefits manager	80.8 - 105.3	89.7 - 119.3	101.0 - 135.2
employee benefits administrator	51.2 - 65.4	57.3 - 74.6	64.8 - 84.4
health and safety officer	56.4 - 72.8	64.9 - 84.9	74.7 - 96.6
HRIS analyst	57.0 - 75.9	66.3 - 89.5	77.0 - 102.2
human resources business partner	64.5 - 84.6	72.2 - 96.4	81.7 - 109.2
human resources clerk	39.9 - 51.0	45.3 - 57.5	50.1 - 62.0
human resources coordinator	46.2 - 60.3	51.4 - 68.4	58.0 - 78.2
human resources generalist	58.4 - 73.3	62.6 - 80.3	68.6 - 90.5
human resources manager	78.0 - 102.1	87.2 - 116.5	98.7 - 132.4
human resources supervisor	59.9 - 78.3	66.9 - 89.4	75.8 - 102.1
labour relations advisor	63.1 - 83.8	72.0 - 97.5	82.9 - 111.4
labour relations manager	86.7 - 117.8	102.1 - 140.4	119.6 - 162.0
payroll administrator	42.1 - 54.9	47.6 - 63.1	54.2 - 71.5
recruitment coordinator	38.9 - 50.7	44.7 - 58.6	50.8 - 66.1
talent acquisition consultant	57.3 - 74.7	63.7 - 84.6	71.7 - 95.8

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
chief human resources officer	102.6 - 174.8	145.1 - 247.2	180.9 - 308.2
health and safety director	84.1 - 112.0	111.8 - 148.2	135.2 - 178.6
human resources director	88.8 - 123.0	113.2 - 156.9	140.1 - 194.2

these numbers represent annual base salaries and are expressed in thousands of dollars

industrial support,
skilled trades &
industrial management



alberta

calgary

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.3 - 19.2	17.9 - 21.0	19.4 - 22.7
dispatcher	19.6 - 22.9	21.3 - 24.9	22.9 - 26.7
electronic parts assembler	15.8 - 18.8	17.3 - 20.5	18.6 - 22.1
forklift operator	16.5 - 17.6	18.0 - 18.5	19.0 - 21.3
industrial painter	17.5 - 20.7	19.1 - 22.6	20.7 - 24.4
inventory control clerk	16.3 - 18.9	17.9 - 20.7	19.3 - 22.3
logistics coordinator	19.9 - 23.6	21.8 - 25.8	26.0 - 27.8
machine operator	17.7 - 21.3	19.5 - 23.4	21.2 - 25.4
machine operator assistant	16.3 - 18.7	18.0 - 20.6	19.5 - 22.3
manufacturing worker	15.5 - 16.9	16.2 - 18.5	17.5 - 20.0
material handler	15.5 - 17.2	16.3 - 19.1	17.7 - 20.8
molding machine operator	16.8 - 20.3	18.6 - 22.4	20.2 - 24.2
parts manager	23.8 - 28.5	25.9 - 31.0	27.9 - 33.4
picker/packer	15.5 - 16.6	16.4 - 18.0	16.5 - 19.3
production labourer	15.5 - 16.3	17.0 - 18.5	17.6 - 20.4
sandblasting operator	16.4 - 19.5	17.8 - 21.1	19.0 - 22.5
shipping and receiving clerk	18.7 - 21.3	20.3 - 23.2	21.8 - 24.9
warehouse labourer	15.5 - 16.8	16.4 - 18.8	17.8 - 20.3

skilled trades and industrial management

assembly supervisor	25.5 - 30.6	27.7 - 33.2	29.8 - 35.7
cnc machinist	20.3 - 24.4	22.2 - 26.6	24.0 - 28.7
conventional machinist	19.3 - 23.2	21.2 - 25.4	23.0 - 27.5
electrician	26.6 - 32.2	28.8 - 34.8	30.8 - 37.4
electromechanical technician	26.7 - 32.0	30.1 - 36.0	32.9 - 39.4
electronics technician	25.6 - 30.6	28.0 - 33.5	30.3 - 36.2
field service technician	26.0 - 30.8	28.8 - 34.0	31.3 - 37.0
heavy equipment mechanic	26.0 - 31.0	28.7 - 34.3	31.2 - 37.3
logistics manager	31.1 - 37.7	34.2 - 41.3	37.1 - 44.8
maintenance manager	26.5 - 31.7	29.6 - 35.5	32.5 - 38.9
maintenance mechanic	23.5 - 27.2	25.9 - 29.9	28.0 - 32.4
maintenance supervisor	28.5 - 34.1	31.1 - 37.2	33.7 - 40.3
maintenance worker	20.0 - 23.2	22.2 - 25.7	24.2 - 27.9
millwright	24.8 - 29.7	27.7 - 33.2	30.3 - 36.3
production manager	40.0 - 48.3	43.1 - 52.1	46.1 - 55.7
quality control technician	19.2 - 22.9	20.9 - 24.9	22.5 - 26.9
quality control tester	25.9 - 31.0	28.6 - 34.2	31.1 - 37.2
tool and die maker	24.2 - 28.9	26.5 - 31.6	28.6 - 34.1
warehouse supervisor	23.2 - 27.8	25.4 - 30.4	27.5 - 32.9
welder	22.0 - 26.3	23.9 - 28.6	25.7 - 30.7

alberta

edmonton

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.3 - 19.1	17.8 - 20.9	19.2 - 22.5
dispatcher	19.2 - 22.4	20.9 - 24.4	22.4 - 26.2
electronic parts assembler	16.0 - 18.7	17.2 - 20.4	18.5 - 21.9
forklift operator	16.2 - 18.5	17.2 - 20.4	18.8 - 21.1
industrial painter	17.2 - 20.4	18.8 - 22.3	20.3 - 24.0
inventory control clerk	16.0 - 18.5	17.5 - 20.3	18.9 - 21.9
logistics coordinator	19.5 - 23.1	21.3 - 25.2	23.0 - 27.2
machine operator	17.6 - 21.1	19.4 - 23.2	21.0 - 25.2
machine operator assistant	16.1 - 18.4	17.7 - 20.3	19.2 - 21.9
manufacturing worker	15.5 - 17.1	16.5 - 18.2	17.2 - 19.7
material handler	16.2 - 17.5	17.0 - 19.0	18.1 - 20.6
molding machine operator	16.7 - 20.0	18.4 - 22.0	19.9 - 23.8
parts manager	23.3 - 27.8	25.3 - 30.2	27.2 - 32.5
picker/packer	15.5 - 16.5	16.4 - 18.3	17.1 - 20.3
production labourer	15.5 - 16.5	16.4 - 18.3	17.1 - 20.3
sandblasting operator	17.5 - 19.2	18.2 - 20.7	20.2 - 25.5
shipping and receiving clerk	18.3 - 20.9	19.9 - 22.7	21.4 - 24.4
warehouse labourer	15.5 - 16.8	16.3 - 18.5	17.7 - 20.2

skilled trades and industrial management

assembly supervisor	25.5 - 30.4	27.6 - 33.0	29.7 - 35.5
cnc machinist	21.4 - 24.0	21.9 - 26.2	25.6 - 30.5
conventional machinist	22.0 - 26.8	26.1 - 31.5	30.0 - 38.4
electrician	26.4 - 32.0	28.6 - 34.6	30.6 - 37.1
electromechanical technician	26.0 - 31.1	29.2 - 35.0	32.0 - 38.3
electronics technician	24.9 - 29.8	27.2 - 32.6	29.5 - 35.2
field service technician	25.3 - 31.1	28.0 - 35.1	32.5 - 38.0
heavy equipment mechanic	30.0 - 35.6	33.1 - 37.2	35.7 - 42.2
logistics manager	29.9 - 36.2	32.8 - 39.6	35.5 - 43.0
maintenance manager	28.8 - 33.9	34.9 - 38.1	37.2 - 43.6
maintenance mechanic	23.4 - 27.0	25.7 - 29.7	27.9 - 32.2
maintenance supervisor	28.2 - 33.8	30.8 - 36.9	33.3 - 39.9
maintenance worker	21.9 - 23.1	23.1 - 25.5	26.1 - 27.8
millwright	28.0 - 34.0	33.0 - 38.0	36.0 - 45.0
production manager	38.4 - 46.4	41.4 - 50.0	44.3 - 53.5
quality control technician	18.9 - 22.6	20.5 - 24.6	22.1 - 26.5
quality control tester	25.2 - 30.1	27.8 - 33.3	30.3 - 36.2
tool and die maker	23.8 - 28.5	26.0 - 31.1	28.2 - 33.7
warehouse supervisor	22.7 - 27.2	24.8 - 29.7	26.9 - 32.2
welder	23.7 - 26.9	25.5 - 30.1	31.1 - 34.1

fort mcmurray

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	17.2 - 20.1	18.8 - 22.0	20.3 - 23.7
dispatcher	20.8 - 24.2	22.6 - 26.3	24.2 - 28.2
electronic parts assembler	17.5 - 19.8	18.6 - 21.5	19.6 - 23.1
forklift operator	18.2 - 19.6	19.0 - 21.4	20.1 - 23.3
industrial painter	18.1 - 21.4	19.8 - 23.4	21.4 - 25.2
inventory control clerk	17.3 - 20.1	19.0 - 21.9	20.5 - 23.6
logistics coordinator	21.2 - 25.0	23.1 - 27.2	24.9 - 29.3
machine operator	18.6 - 22.3	20.5 - 24.5	22.2 - 26.5
machine operator assistant	17.9 - 19.3	18.6 - 21.3	20.2 - 23.1
manufacturing worker	17.5 - 18.8	17.9 - 20.9	19.4 - 22.7
material handler	17.5 - 18.8	17.9 - 20.9	19.4 - 22.7
molding machine operator	17.8 - 21.4	19.6 - 23.5	21.3 - 25.5
parts manager	25.0 - 29.8	27.1 - 32.4	29.2 - 34.8
picker/packer	17.2 - 18.4	17.9 - 19.8	18.6 - 21.1
production labourer	16.9 - 18.0	17.9 - 20.2	19.3 - 22.3
sandblasting operator	19.5 - 21.2	20.4 - 22.4	21.2 - 23.3
shipping and receiving clerk	19.8 - 22.6	21.5 - 24.5	23.1 - 26.3
warehouse labourer	17.5 - 18.4	18.2 - 20.5	19.5 - 22.2

skilled trades and industrial management

assembly supervisor	28.7 - 33.9	30.9 - 36.4	33.1 - 39.1
cnc machinist	25.4 - 29.6	27.4 - 31.9	29.2 - 34.0
conventional machinist	25.3 - 29.3	27.4 - 31.7	29.2 - 34.9
electrician	32.7 - 38.6	35.1 - 41.4	37.2 - 44.1
electromechanical technician	31.9 - 37.3	35.4 - 41.4	38.4 - 44.8
electronics technician	30.8 - 36.0	33.3 - 38.9	35.6 - 41.7
field service technician	31.2 - 36.1	34.1 - 39.4	36.7 - 43.5
heavy equipment mechanic	35.9 - 39.9	37.9 - 43.8	40.5 - 48.0
logistics manager	36.2 - 44.1	39.2 - 46.3	42.1 - 49.9
maintenance manager	29.8 - 35.2	33.0 - 39.1	35.9 - 42.5
maintenance mechanic	29.3 - 33.2	31.8 - 36.0	34.1 - 38.7
maintenance supervisor	33.8 - 39.6	36.5 - 42.8	39.1 - 45.9
maintenance worker	25.9 - 29.0	28.8 - 31.6	30.1 - 34.1
millwright	31.9 - 36.9	34.9 - 40.5	38.5 - 44.1
production manager	45.0 - 53.5	48.2 - 57.3	51.2 - 61.0
quality control technician	23.8 - 27.7	25.6 - 29.8	27.2 - 31.8
quality control tester	31.0 - 36.3	33.9 - 39.6	36.5 - 42.7
tool and die maker	29.4 - 34.6	31.8 - 37.2	33.9 - 39.6
warehouse supervisor	28.6 - 33.3	30.9 - 35.9	33.0 - 38.5
welder	27.2 - 31.6	29.4 - 33.9	30.9 - 37.1

red deer

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.9 - 18.5	17.3 - 20.2	18.7 - 21.8
dispatcher	18.6 - 21.7	20.2 - 23.6	21.7 - 25.4
electronic parts assembler	15.9 - 18.2	16.7 - 19.8	18.0 - 21.2
forklift operator	16.5 - 17.2	16.9 - 18.8	18.1 - 20.4
industrial painter	16.8 - 19.9	18.4 - 21.7	19.8 - 23.4
inventory control clerk	16.0 - 17.9	17.2 - 19.6	18.3 - 21.2
logistics coordinator	18.9 - 22.4	20.7 - 24.5	22.3 - 26.4
machine operator	17.1 - 20.5	18.8 - 22.5	20.4 - 24.4
machine operator assistant	15.7 - 17.9	17.3 - 19.8	18.8 - 21.4
manufacturing worker	15.9 - 17.1	16.8 - 18.0	17.3 - 19.2
material handler	15.9 - 17.1	16.8 - 18.2	17.1 - 20.0
molding machine operator	16.1 - 19.2	17.7 - 21.2	19.1 - 22.9
parts manager	22.3 - 26.7	24.2 - 29.0	26.1 - 31.2
picker/packer	15.4 - 16.5	16.1 - 17.9	17.5 - 18.9
production labourer	15.4 - 16.5	16.1 - 17.8	17.5 - 19.6
sandblasting operator	17.2 - 19.8	18.8 - 20.2	19.5 - 22.6
shipping and receiving clerk	17.7 - 20.3	19.3 - 22.0	20.7 - 23.6
warehouse labourer	15.4 - 16.5	16.1 - 18.2	17.9 - 19.5

skilled trades and industrial management

assembly supervisor	26.4 - 29.2	29.4 - 33.6	31.4 - 37.0
cnc machinist	21.3 - 25.1	23.0 - 27.2	26.1 - 31.4
conventional machinist	23.7 - 25.9	25.8 - 29.1	28.8 - 34.9
electrician	27.4 - 30.4	29.7 - 35.2	31.4 - 37.6
electromechanical technician	27.1 - 32.0	30.2 - 35.7	32.9 - 38.9
electronics technician	26.0 - 30.7	28.3 - 33.4	30.4 - 36.0
field service technician	26.4 - 30.8	29.0 - 33.9	31.4 - 36.4
heavy equipment mechanic	26.7 - 31.5	29.3 - 34.6	31.7 - 37.5
logistics manager	30.7 - 36.8	33.5 - 40.1	36.2 - 43.4
maintenance manager	25.3 - 30.3	28.3 - 33.9	31.0 - 37.1
maintenance mechanic	24.6 - 28.1	26.9 - 30.7	28.9 - 33.1
maintenance supervisor	28.9 - 34.3	31.4 - 37.3	33.9 - 40.1
maintenance worker	21.3 - 24.3	21.4 - 26.7	25.3 - 28.8
millwright	25.9 - 30.5	28.6 - 33.8	31.1 - 36.8
production manager	38.9 - 46.7	41.8 - 50.2	44.6 - 53.6
quality control technician	20.4 - 24.0	22.0 - 25.9	23.6 - 27.7
quality control tester	26.3 - 31.0	28.8 - 34.1	31.2 - 36.9
tool and die maker	24.9 - 29.4	27.0 - 31.9	29.1 - 34.4
warehouse supervisor	24.0 - 28.3	26.0 - 30.8	28.0 - 33.4
welder	22.8 - 26.9	24.6 - 29.0	26.0 - 32.0

british columbia

burnaby

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.8	17.5 - 20.5	18.9 - 22.1
dispatcher	19.2 - 22.5	20.9 - 24.4	22.5 - 26.2
electronic parts assembler	16.2 - 18.4	16.9 - 20.1	18.2 - 21.6
forklift operator	17.2 - 17.8	18.8 - 19.2	20.2 - 20.9
industrial painter	17.0 - 20.1	18.6 - 22.0	20.0 - 23.7
inventory control clerk	16.1 - 18.6	17.6 - 20.3	19.0 - 21.9
logistics coordinator	19.6 - 23.2	21.4 - 25.3	23.1 - 27.3
machine operator	17.3 - 20.8	19.1 - 22.9	20.7 - 24.8
machine operator assistant	15.9 - 18.1	17.5 - 20.0	19.0 - 21.6
manufacturing worker	15.2 - 16.4	15.7 - 18.0	17.0 - 19.4
material handler	15.2 - 17.0	16.1 - 18.8	17.5 - 20.4
molding machine operator	16.3 - 19.5	18.0 - 21.5	19.5 - 23.3
parts manager	22.9 - 27.4	24.9 - 29.8	26.8 - 32.1
picker/packer	15.2 - 16.4	15.6 - 17.8	16.2 - 19.0
production labourer	15.2 - 16.1	15.7 - 18.2	17.4 - 20.1
sandblasting operator	16.0 - 19.0	17.3 - 20.4	18.5 - 21.9
shipping and receiving clerk	18.4 - 21.0	19.9 - 22.7	21.4 - 24.4
warehouse labourer	14.5 - 16.6	16.2 - 18.5	17.5 - 20.0

skilled trades and industrial management

assembly supervisor	24.8 - 29.6	26.9 - 32.2	28.9 - 34.6
cnc machinist	19.6 - 23.4	21.4 - 25.6	23.1 - 27.6
conventional machinist	18.6 - 22.3	20.4 - 24.4	22.1 - 26.5
electrician	25.7 - 31.1	27.8 - 33.7	29.8 - 36.1
electromechanical technician	25.4 - 30.4	28.6 - 34.2	31.3 - 37.5
electronics technician	24.4 - 29.2	26.7 - 31.9	28.8 - 34.5
field service technician	24.8 - 29.3	27.4 - 32.4	29.8 - 35.2
heavy equipment mechanic	25.3 - 30.3	28.0 - 33.5	30.4 - 36.4
logistics manager	29.7 - 36.0	32.6 - 39.4	35.4 - 42.8
maintenance manager	26.0 - 31.1	29.1 - 34.7	31.8 - 38.0
maintenance mechanic	23.1 - 26.7	25.4 - 29.3	27.5 - 31.8
maintenance supervisor	27.6 - 33.0	30.2 - 36.1	32.6 - 39.0
maintenance worker	19.7 - 22.8	21.8 - 25.2	23.8 - 27.4
millwright	31.8 - 33.5	34.0 - 37.5	38.0 - 42.0
production manager	38.2 - 46.2	41.2 - 49.8	44.1 - 53.3
quality control technician	18.6 - 22.3	20.3 - 24.2	21.8 - 26.1
quality control tester	24.6 - 29.5	27.2 - 32.6	29.6 - 35.4
tool and die maker	23.3 - 27.8	25.5 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	24.9 - 29.8	26.9 - 32.2
welder	21.2 - 25.3	23.0 - 27.5	24.7 - 29.5

british columbia

delta

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.8	17.6 - 20.5	18.9 - 22.2
dispatcher	19.3 - 22.5	20.9 - 24.4	22.5 - 26.2
electronic parts assembler	15.6 - 18.4	17.0 - 20.1	18.2 - 21.6
forklift operator	16.5 - 17.8	18.0 - 20.0	20.0 - 22.0
industrial painter	17.0 - 20.1	18.6 - 22.0	20.1 - 23.7
inventory control clerk	16.1 - 18.6	17.6 - 20.3	19.0 - 21.9
logistics coordinator	19.6 - 23.2	21.4 - 25.3	23.1 - 27.3
machine operator	17.3 - 20.8	19.1 - 22.9	20.7 - 24.8
machine operator assistant	15.9 - 18.1	17.5 - 20.0	19.0 - 21.7
manufacturing worker	15.2 - 16.5	15.8 - 18.0	17.0 - 19.4
material handler	15.2 - 17.0	16.1 - 18.8	17.5 - 20.4
molding machine operator	16.3 - 19.5	18.0 - 21.5	19.5 - 23.3
parts manager	23.0 - 27.4	24.9 - 29.8	26.8 - 32.1
picker/packer	15.2 - 16.4	15.8 - 17.8	16.3 - 19.0
production labourer	15.2 - 16.1	15.8 - 18.2	17.4 - 20.1
sandblasting operator	16.0 - 19.0	17.3 - 20.5	18.5 - 21.9
shipping and receiving clerk	18.4 - 21.0	20.0 - 22.8	21.4 - 24.4
warehouse labourer	15.2 - 16.6	16.2 - 18.5	17.5 - 20.0

skilled trades and industrial management

assembly supervisor	24.8 - 29.6	26.9 - 32.1	28.9 - 34.6
cnc machinist	19.6 - 23.4	21.4 - 25.6	23.1 - 27.6
conventional machinist	18.6 - 22.3	20.4 - 24.5	22.2 - 26.5
electrician	25.7 - 31.1	27.8 - 33.7	29.8 - 36.1
electromechanical technician	25.4 - 30.4	28.6 - 34.2	31.3 - 37.5
electronics technician	24.4 - 29.2	26.7 - 31.9	28.8 - 34.5
field service technician	24.8 - 29.3	27.4 - 32.4	29.8 - 35.2
heavy equipment mechanic	25.3 - 30.3	28.0 - 33.4	30.4 - 36.4
logistics manager	29.7 - 36.0	32.6 - 39.4	35.4 - 42.8
maintenance manager	26.0 - 31.1	29.1 - 34.7	31.8 - 38.0
maintenance mechanic	23.1 - 26.7	25.4 - 29.3	27.5 - 31.7
maintenance supervisor	27.6 - 33.0	30.2 - 36.1	32.6 - 39.0
maintenance worker	19.7 - 22.8	21.9 - 25.2	23.8 - 27.4
millwright	31.8 - 33.8	34.0 - 37.5	38.0 - 42.0
production manager	38.2 - 46.2	41.2 - 49.8	44.1 - 53.3
quality control technician	18.6 - 22.3	20.3 - 24.2	21.8 - 26.1
quality control tester	24.6 - 29.5	27.2 - 32.6	29.6 - 35.4
tool and die maker	23.3 - 27.8	25.5 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	24.9 - 29.8	27.0 - 32.2
welder	21.2 - 25.3	23.0 - 27.5	24.7 - 29.5

kelowna

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.6 - 18.3	17.1 - 20.0	18.4 - 21.6
dispatcher	18.4 - 21.5	20.0 - 23.4	21.5 - 25.2
electronic parts assembler	15.2 - 18.0	16.5 - 19.6	17.8 - 21.0
forklift operator	14.3 - 16.7	15.9 - 18.6	17.3 - 20.2
industrial painter	16.5 - 19.5	18.0 - 21.3	19.4 - 23.0
inventory control clerk	15.4 - 17.8	16.8 - 19.4	18.1 - 21.0
logistics coordinator	18.7 - 22.2	20.5 - 24.3	22.1 - 26.2
machine operator	16.9 - 20.2	18.6 - 22.3	20.2 - 24.1
machine operator assistant	15.4 - 17.6	17.0 - 19.4	18.4 - 21.0
manufacturing worker	14.0 - 16.0	15.3 - 17.5	16.5 - 18.8
material handler	14.0 - 16.4	15.5 - 18.2	16.9 - 19.7
molding machine operator	15.8 - 18.9	17.4 - 20.8	18.8 - 22.6
parts manager	21.9 - 26.2	23.8 - 28.5	25.6 - 30.7
picker/packer	13.5 - 15.8	14.7 - 17.2	15.7 - 18.4
production labourer	13.4 - 15.5	15.2 - 17.6	16.8 - 19.4
sandblasting operator	15.5 - 18.4	16.8 - 19.8	17.9 - 21.2
shipping and receiving clerk	17.6 - 20.1	19.1 - 21.8	20.5 - 23.4
warehouse labourer	14.0 - 16.0	15.6 - 17.9	16.9 - 19.3

skilled trades and industrial management

assembly supervisor	23.8 - 28.5	25.8 - 30.9	27.8 - 33.3
cnc machinist	19.0 - 22.7	20.7 - 24.8	22.4 - 26.7
conventional machinist	18.0 - 21.6	19.8 - 23.7	21.5 - 25.7
electrician	25.3 - 30.5	27.3 - 33.0	29.3 - 35.4
electromechanical technician	24.7 - 29.6	27.8 - 33.3	30.5 - 36.5
electronics technician	23.7 - 28.4	25.9 - 31.0	28.0 - 33.5
field service technician	24.1 - 28.5	26.6 - 31.5	29.0 - 34.3
heavy equipment mechanic	24.4 - 29.1	26.9 - 32.2	29.3 - 35.1
logistics manager	28.8 - 34.9	31.6 - 38.2	34.3 - 41.5
maintenance manager	24.8 - 29.6	27.7 - 33.1	30.3 - 36.3
maintenance mechanic	22.4 - 25.8	24.6 - 28.4	26.6 - 30.7
maintenance supervisor	26.6 - 31.9	29.1 - 34.9	31.5 - 37.8
maintenance worker	19.1 - 22.0	21.1 - 24.4	23.0 - 26.5
millwright	23.6 - 28.2	26.3 - 31.5	28.8 - 34.4
production manager	37.0 - 44.9	39.9 - 48.4	42.8 - 51.9
quality control technician	18.0 - 21.6	19.6 - 23.5	21.2 - 25.3
quality control tester	23.9 - 28.6	26.5 - 31.7	28.8 - 34.5
tool and die maker	22.5 - 27.0	24.7 - 29.5	26.7 - 31.9
warehouse supervisor	21.6 - 25.9	23.6 - 28.3	25.6 - 30.6
welder	20.5 - 24.5	22.3 - 26.6	23.9 - 28.6

langley-abbotsford

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.1 - 18.8	17.6 - 20.5	19.0 - 22.2
dispatcher	19.3 - 22.5	21.0 - 24.5	22.5 - 26.2
electronic parts assembler	15.6 - 18.5	17.0 - 20.1	18.2 - 21.6
forklift operator	17.4 - 17.8	18.2 - 19.3	19.9 - 21.0
industrial painter	17.0 - 20.1	18.6 - 22.0	20.1 - 23.7
inventory control clerk	16.1 - 18.6	17.6 - 20.4	19.0 - 21.9
logistics coordinator	19.6 - 23.2	21.4 - 25.3	23.1 - 27.3
machine operator	17.4 - 20.8	19.1 - 22.9	20.7 - 24.8
machine operator assistant	15.9 - 18.2	17.5 - 20.0	19.0 - 21.7
manufacturing worker	15.2 - 16.5	15.8 - 18.0	17.0 - 19.4
material handler	15.2 - 17.0	16.1 - 18.8	17.5 - 20.5
molding machine operator	16.3 - 19.6	18.0 - 21.5	19.5 - 23.3
parts manager	23.0 - 27.4	24.9 - 29.8	26.8 - 32.1
picker/packer	15.2 - 16.4	15.2 - 17.8	16.3 - 19.0
production labourer	15.2 - 16.1	15.8 - 18.2	17.4 - 20.1
sandblasting operator	16.0 - 19.0	17.3 - 20.5	18.5 - 21.9
shipping and receiving clerk	18.4 - 21.0	20.0 - 22.8	21.4 - 24.4
warehouse labourer	15.2 - 16.6	16.2 - 18.5	17.6 - 20.0

skilled trades and industrial management

assembly supervisor	24.8 - 29.6	26.9 - 32.1	28.9 - 34.6
cnc machinist	19.6 - 23.5	21.4 - 25.6	23.1 - 27.6
conventional machinist	18.6 - 22.3	20.5 - 24.5	22.2 - 26.5
electrician	25.7 - 31.1	27.8 - 33.7	29.8 - 36.1
electromechanical technician	25.4 - 30.4	28.6 - 34.2	31.3 - 37.5
electronics technician	24.4 - 29.2	26.7 - 31.9	28.8 - 34.5
field service technician	24.8 - 29.3	27.4 - 32.4	29.8 - 35.2
heavy equipment mechanic	25.3 - 30.3	28.0 - 33.4	30.4 - 36.4
logistics manager	29.7 - 36.0	32.6 - 39.4	35.3 - 42.8
maintenance manager	26.0 - 31.1	29.1 - 34.7	31.8 - 38.0
maintenance mechanic	23.1 - 26.7	25.4 - 29.3	27.5 - 31.7
maintenance supervisor	27.6 - 33.0	30.2 - 36.1	32.6 - 39.0
maintenance worker	19.8 - 22.8	21.9 - 25.2	23.8 - 27.4
millwright	24.4 - 29.2	27.2 - 32.5	29.7 - 35.5
production manager	38.2 - 46.2	41.1 - 49.8	44.0 - 53.3
quality control technician	18.6 - 22.3	20.3 - 24.2	21.8 - 26.1
quality control tester	24.7 - 29.5	27.2 - 32.6	29.6 - 35.4
tool and die maker	23.3 - 27.8	25.5 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	24.9 - 29.8	27.0 - 32.2
welder	21.2 - 25.3	23.0 - 27.5	24.7 - 29.5

british columbia

richmond

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.1 - 18.9	17.7 - 20.6	19.1 - 22.3
dispatcher	19.4 - 22.6	21.1 - 24.6	22.6 - 26.4
electronic parts assembler	15.7 - 18.6	17.1 - 20.2	18.3 - 21.7
forklift operator	18.0 - 18.2	19.1 - 19.4	20.0 - 20.2
industrial painter	17.1 - 20.2	18.7 - 22.1	20.2 - 23.8
inventory control clerk	16.2 - 18.7	17.7 - 20.5	19.1 - 22.1
logistics coordinator	19.7 - 23.3	21.5 - 25.4	23.2 - 27.4
machine operator	17.4 - 20.9	19.2 - 23.0	20.8 - 24.9
machine operator assistant	16.0 - 18.2	17.6 - 20.1	19.1 - 21.8
manufacturing worker	15.2 - 16.6	15.9 - 18.1	17.1 - 19.5
material handler	15.2 - 17.1	16.2 - 18.9	17.6 - 20.6
molding machine operator	16.4 - 19.6	18.1 - 21.6	19.6 - 23.4
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	15.2 - 16.5	15.3 - 17.9	16.4 - 19.1
production labourer	15.2 - 16.2	15.9 - 18.3	17.5 - 20.2
sandblasting operator	16.1 - 19.1	17.4 - 20.6	18.6 - 22.0
shipping and receiving clerk	18.5 - 21.1	20.1 - 22.9	21.6 - 24.6
warehouse labourer	14.6 - 16.7	16.3 - 18.6	17.6 - 20.1

skilled trades and industrial management

assembly supervisor	24.9 - 29.8	27.0 - 32.3	29.1 - 34.8
cnc machinist	19.7 - 23.6	21.5 - 25.7	23.2 - 27.8
conventional machinist	18.7 - 22.4	20.6 - 24.6	22.3 - 26.6
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electromechanical technician	25.6 - 30.6	28.8 - 34.4	31.5 - 37.7
electronics technician	24.5 - 29.3	26.8 - 32.1	29.0 - 34.7
field service technician	24.9 - 29.4	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	25.5 - 30.4	28.1 - 33.6	30.6 - 36.6
logistics manager	29.9 - 36.2	32.8 - 39.6	35.5 - 43.0
maintenance manager	26.2 - 31.3	29.2 - 34.9	32.0 - 38.2
maintenance mechanic	23.3 - 26.8	25.5 - 29.5	27.7 - 31.9
maintenance supervisor	27.8 - 33.2	30.3 - 36.3	32.8 - 39.2
maintenance worker	19.9 - 22.9	22.0 - 25.4	23.9 - 27.6
millwright	31.8 - 33.6	34.0 - 37.5	38.0 - 42.0
production manager	38.4 - 46.4	41.4 - 50.1	44.3 - 53.6
quality control technician	18.7 - 22.4	20.4 - 24.4	22.0 - 26.2
quality control tester	24.8 - 29.6	27.4 - 32.7	29.8 - 35.6
tool and die maker	23.4 - 28.0	25.6 - 30.6	27.7 - 33.1
warehouse supervisor	22.9 - 27.4	25.1 - 30.0	27.1 - 32.4
welder	21.3 - 25.5	23.1 - 27.6	24.8 - 29.7

british columbia

vancouver

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.3 - 19.0	17.8 - 20.8	19.2 - 22.5
dispatcher	19.5 - 22.8	21.2 - 24.8	22.8 - 26.6
electronic parts assembler	15.8 - 18.7	17.2 - 20.4	18.5 - 21.9
forklift operator	17.2 - 17.8	18.2 - 18.5	19.2 - 20.0
industrial painter	17.2 - 20.4	18.9 - 22.3	20.4 - 24.0
inventory control clerk	16.3 - 18.9	17.9 - 20.6	19.3 - 22.2
logistics coordinator	19.9 - 23.5	21.7 - 25.7	23.4 - 27.7
machine operator	17.6 - 21.1	19.4 - 23.2	21.0 - 25.1
machine operator assistant	16.1 - 18.4	17.8 - 20.3	19.3 - 22.0
manufacturing worker	15.2 - 16.7	16.0 - 18.3	17.3 - 19.7
material handler	15.2 - 17.2	16.3 - 19.1	17.7 - 20.7
molding machine operator	16.5 - 19.8	18.2 - 21.8	19.8 - 23.6
parts manager	23.3 - 27.8	25.3 - 30.2	27.2 - 32.5
picker/packer	15.2 - 16.6	16.5 - 18.1	17.4 - 19.3
production labourer	15.2 - 16.3	16.0 - 18.5	17.6 - 20.4
sandblasting operator	16.3 - 19.3	17.5 - 20.7	18.8 - 22.2
shipping and receiving clerk	18.6 - 21.3	20.2 - 23.1	21.7 - 24.8
warehouse labourer	15.2 - 16.8	16.4 - 18.8	17.8 - 20.3

skilled trades and industrial management

assembly supervisor	25.1 - 30.1	27.3 - 32.6	29.3 - 35.0
cnc machinist	19.9 - 23.8	21.7 - 25.9	23.4 - 28.0
conventional machinist	18.9 - 22.6	20.7 - 24.8	22.5 - 26.9
electrician	26.1 - 31.5	28.2 - 34.1	30.2 - 36.6
electromechanical technician	25.8 - 30.8	29.0 - 34.7	31.8 - 38.0
electronics technician	24.7 - 29.6	27.0 - 32.3	29.2 - 35.0
field service technician	25.1 - 29.7	27.8 - 32.8	30.2 - 35.7
heavy equipment mechanic	25.7 - 30.7	28.4 - 33.9	30.9 - 36.9
logistics manager	30.1 - 36.5	33.0 - 40.0	35.8 - 43.3
maintenance manager	26.4 - 31.5	29.5 - 35.2	32.3 - 38.6
maintenance mechanic	23.5 - 27.1	25.8 - 29.7	27.9 - 32.2
maintenance supervisor	28.0 - 33.5	30.6 - 36.6	33.0 - 39.5
maintenance worker	20.0 - 23.1	22.2 - 25.6	24.1 - 27.8
millwright	31.8 - 33.9	34.0 - 37.5	38.0 - 42.0
production manager	38.7 - 46.8	41.7 - 50.4	44.7 - 54.0
quality control technician	18.9 - 22.6	20.6 - 24.6	22.1 - 26.5
quality control tester	25.0 - 29.9	27.6 - 33.0	30.0 - 35.9
tool and die maker	23.6 - 28.2	25.8 - 30.9	27.9 - 33.4
warehouse supervisor	23.1 - 27.6	25.3 - 30.2	27.3 - 32.7
welder	21.5 - 25.7	23.3 - 27.9	25.0 - 29.9

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.2 - 18.9	17.6 - 20.6	19.0 - 22.2
dispatcher	18.9 - 22.1	20.5 - 24.0	22.0 - 25.7
electronic parts assembler	15.7 - 18.5	17.1 - 20.1	18.3 - 21.6
forklift operator	14.6 - 17.1	16.2 - 18.9	17.6 - 20.6
industrial painter	17.0 - 20.0	18.6 - 21.9	20.0 - 23.6
inventory control clerk	15.8 - 18.3	17.3 - 20.0	18.6 - 21.5
logistics coordinator	19.2 - 22.7	21.0 - 24.8	22.6 - 26.7
machine operator	17.4 - 20.8	19.2 - 22.9	20.8 - 24.8
machine operator assistant	15.9 - 18.1	17.5 - 19.9	18.9 - 21.6
manufacturing worker	14.4 - 16.4	15.8 - 18.0	17.0 - 19.4
material handler	14.3 - 16.7	15.9 - 18.5	17.2 - 20.1
molding machine operator	16.2 - 19.4	17.8 - 21.3	19.3 - 23.1
parts manager	22.6 - 27.1	24.6 - 29.4	26.5 - 31.7
picker/packer	13.8 - 16.2	15.0 - 17.5	16.0 - 18.7
production labourer	13.7 - 15.9	15.5 - 17.9	17.1 - 19.7
sandblasting operator	16.0 - 18.9	17.3 - 20.4	18.5 - 21.8
shipping and receiving clerk	18.1 - 20.6	19.6 - 22.3	21.0 - 24.0
warehouse labourer	14.3 - 16.4	16.0 - 18.2	17.2 - 19.7

skilled trades and industrial management

assembly supervisor	24.5 - 29.3	26.6 - 31.8	28.6 - 34.2
cnc machinist	19.4 - 23.3	21.2 - 25.4	22.9 - 27.4
conventional machinist	18.5 - 22.1	20.3 - 24.3	22.0 - 26.3
electrician	25.5 - 30.9	27.6 - 33.4	29.6 - 35.8
electromechanical technician	25.4 - 30.3	28.5 - 34.1	31.2 - 37.3
electronics technician	24.3 - 29.1	26.6 - 31.8	28.7 - 34.3
field service technician	24.7 - 29.2	27.3 - 32.3	29.7 - 35.1
heavy equipment mechanic	25.1 - 30.0	27.8 - 33.1	30.2 - 36.0
logistics manager	29.1 - 35.2	31.9 - 38.6	34.6 - 41.9
maintenance manager	25.4 - 30.3	28.3 - 33.9	31.0 - 37.1
maintenance mechanic	22.8 - 26.3	25.0 - 28.9	27.1 - 31.2
maintenance supervisor	27.5 - 32.9	30.0 - 35.9	32.5 - 38.8
maintenance worker	19.4 - 22.4	21.5 - 24.8	23.4 - 27.0
millwright	31.8 - 33.9	33.7 - 37.5	38.0 - 42.0
production manager	37.4 - 45.2	40.3 - 48.8	43.2 - 52.2
quality control technician	18.6 - 22.2	20.2 - 24.1	21.7 - 25.9
quality control tester	24.6 - 29.4	27.1 - 32.4	29.5 - 35.3
tool and die maker	23.1 - 27.6	25.3 - 30.2	27.3 - 32.6
warehouse supervisor	22.2 - 26.5	24.3 - 29.0	26.2 - 31.3
welder	21.0 - 25.1	22.8 - 27.3	24.5 - 29.3

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.7 - 17.2	16.1 - 18.7	17.3 - 20.2
dispatcher	17.6 - 20.5	19.1 - 22.3	20.5 - 24.0
electronic parts assembler	14.3 - 16.9	15.5 - 18.3	16.7 - 19.7
forklift operator	14.4 - 16.2	15.6 - 17.4	17.0 - 19.4
industrial painter	15.5 - 18.3	16.9 - 20.0	18.2 - 21.6
inventory control clerk	14.7 - 16.9	16.1 - 18.5	17.3 - 20.0
logistics coordinator	17.9 - 21.2	19.5 - 23.1	21.1 - 25.0
machine operator	15.9 - 19.0	17.5 - 20.9	18.9 - 22.7
machine operator assistant	14.5 - 16.5	16.0 - 18.2	17.3 - 19.7
manufacturing worker	13.2 - 15.0	14.4 - 16.4	15.5 - 17.7
material handler	13.2 - 15.4	14.6 - 17.1	15.9 - 18.5
molding machine operator	14.9 - 17.8	16.4 - 19.6	17.8 - 21.3
parts manager	21.2 - 25.4	23.0 - 27.6	24.8 - 29.7
picker/packer	12.8 - 14.9	13.9 - 16.1	14.8 - 17.2
production labourer	13.7 - 15.2	14.3 - 16.5	15.8 - 18.2
sandblasting operator	14.6 - 17.3	15.7 - 18.6	16.8 - 19.9
shipping and receiving clerk	16.8 - 19.1	18.2 - 20.8	19.6 - 22.3
warehouse labourer	13.3 - 15.1	14.7 - 16.8	15.9 - 18.1

skilled trades and industrial management

assembly supervisor	22.7 - 27.2	24.6 - 29.5	26.5 - 31.8
cnc machinist	17.9 - 21.4	19.5 - 23.4	21.1 - 25.3
conventional machinist	17.0 - 20.3	18.7 - 22.3	20.2 - 24.2
electrician	23.6 - 28.7	25.6 - 31.1	27.5 - 33.4
electromechanical technician	23.4 - 28.1	26.4 - 31.7	29.0 - 34.8
electronics technician	22.4 - 26.9	24.6 - 29.5	26.6 - 32.0
field service technician	22.8 - 27.0	25.3 - 30.0	27.5 - 32.7
heavy equipment mechanic	23.2 - 27.8	25.7 - 30.8	27.9 - 33.5
logistics manager	27.1 - 32.9	29.8 - 36.2	32.4 - 39.3
maintenance manager	23.7 - 28.4	26.5 - 31.7	29.0 - 34.9
maintenance mechanic	20.9 - 24.2	23.0 - 26.6	24.9 - 28.9
maintenance supervisor	25.6 - 30.7	28.0 - 33.6	30.3 - 36.4
maintenance worker	17.8 - 20.6	19.7 - 22.8	21.5 - 24.9
millwright	22.1 - 26.5	24.7 - 29.6	28.1 - 34.3
production manager	35.0 - 42.6	37.8 - 46.0	40.5 - 49.3
quality control technician	16.9 - 20.3	18.4 - 22.1	19.8 - 23.8
quality control tester	22.7 - 27.2	25.1 - 30.1	27.4 - 32.9
tool and die maker	21.2 - 25.5	23.3 - 27.9	25.2 - 30.2
warehouse supervisor	20.6 - 24.7	22.6 - 27.1	24.4 - 29.3
welder	19.3 - 23.5	23.1 - 25.9	25.3 - 28.1

new brunswick

fredericton

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.3 - 16.7	15.6 - 18.3	16.9 - 19.8
dispatcher	17.0 - 20.0	18.6 - 21.8	20.0 - 23.4
electronic parts assembler	13.9 - 16.4	15.1 - 17.9	16.2 - 19.2
forklift operator	13.2 - 15.4	14.7 - 17.2	16.0 - 18.7
industrial painter	15.1 - 17.9	16.6 - 19.7	17.9 - 21.2
inventory control clerk	14.2 - 16.4	15.6 - 18.0	16.8 - 19.5
logistics coordinator	17.4 - 20.6	19.0 - 22.6	20.5 - 24.4
machine operator	15.4 - 18.5	17.0 - 20.4	18.5 - 22.2
machine operator assistant	14.1 - 16.2	15.6 - 17.8	16.9 - 19.3
manufacturing worker	12.8 - 14.6	14.0 - 16.0	15.1 - 17.3
material handler	12.9 - 15.1	14.3 - 16.8	15.6 - 18.3
molding machine operator	14.6 - 17.5	16.1 - 19.3	17.5 - 21.0
parts manager	20.5 - 24.6	22.3 - 26.8	24.1 - 29.0
picker/packer	12.5 - 14.6	13.5 - 15.9	14.5 - 17.0
production labourer	12.4 - 14.3	14.0 - 16.2	15.5 - 17.9
sandblasting operator	14.3 - 16.9	15.4 - 18.2	16.5 - 19.5
shipping and receiving clerk	16.3 - 18.6	17.7 - 20.2	19.0 - 21.8
warehouse labourer	13.0 - 14.8	14.4 - 16.5	15.6 - 17.9

skilled trades and industrial management

assembly supervisor	22.5 - 27.0	24.4 - 29.3	26.3 - 31.6
cnc machinist	17.6 - 21.1	19.2 - 23.1	20.8 - 24.9
conventional machinist	16.7 - 20.0	18.3 - 22.0	19.9 - 23.9
electrician	23.3 - 28.3	25.2 - 30.7	27.1 - 33.0
electromechanical technician	23.1 - 27.7	26.1 - 31.3	28.6 - 34.3
electronics technician	22.1 - 26.5	24.2 - 29.1	26.2 - 31.5
field service technician	22.5 - 26.7	24.9 - 29.6	27.2 - 32.2
heavy equipment mechanic	22.4 - 27.0	24.9 - 29.9	27.1 - 32.7
logistics manager	26.5 - 32.3	29.1 - 35.5	31.7 - 38.6
maintenance manager	23.4 - 28.1	26.2 - 31.5	28.7 - 34.5
maintenance mechanic	20.5 - 23.8	22.6 - 26.2	24.5 - 28.4
maintenance supervisor	25.0 - 30.1	27.4 - 32.9	29.7 - 35.7
maintenance worker	17.4 - 20.2	19.3 - 22.4	21.1 - 24.4
millwright	21.7 - 26.0	24.2 - 29.1	26.5 - 31.9
production manager	34.3 - 41.8	37.1 - 45.2	39.8 - 48.5
quality control technician	16.6 - 19.9	18.1 - 21.7	19.5 - 23.4
quality control tester	22.3 - 26.8	24.7 - 29.7	27.0 - 32.4
tool and die maker	20.9 - 25.1	23.0 - 27.6	24.9 - 29.9
warehouse supervisor	20.3 - 24.4	22.3 - 26.7	24.1 - 29.0
welder	19.0 - 22.8	20.7 - 24.8	22.3 - 26.7

new brunswick

moncton

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.2 - 16.7	15.6 - 18.2	16.8 - 19.7
dispatcher	17.0 - 20.0	18.6 - 21.8	20.0 - 23.4
electronic parts assembler	13.8 - 16.4	15.0 - 17.8	16.2 - 19.2
forklift operator	13.0 - 15.2	14.5 - 16.9	15.7 - 18.4
industrial painter	15.1 - 17.9	16.5 - 19.6	17.9 - 21.2
inventory control clerk	14.2 - 16.5	15.6 - 18.0	16.8 - 19.5
logistics coordinator	17.4 - 20.6	19.0 - 22.5	20.5 - 24.3
machine operator	15.4 - 18.4	16.9 - 20.3	18.4 - 22.1
machine operator assistant	14.1 - 16.1	15.6 - 17.8	16.9 - 19.3
manufacturing worker	12.8 - 14.6	14.0 - 16.0	15.1 - 17.3
material handler	12.8 - 14.9	14.1 - 16.5	15.4 - 18.0
molding machine operator	14.5 - 17.3	15.9 - 19.1	17.3 - 20.7
parts manager	20.3 - 24.4	22.1 - 26.6	23.8 - 28.7
picker/packer	12.3 - 14.4	13.4 - 15.6	14.3 - 16.7
production labourer	12.3 - 14.1	13.9 - 16.0	15.3 - 17.6
sandblasting operator	14.2 - 16.9	15.4 - 18.2	16.5 - 19.5
shipping and receiving clerk	16.3 - 18.6	17.7 - 20.2	19.0 - 21.7
warehouse labourer	12.8 - 14.6	14.2 - 16.3	15.4 - 17.6

skilled trades and industrial management

assembly supervisor	22.1 - 26.6	24.0 - 28.9	25.9 - 31.1
cnc machinist	17.4 - 20.9	19.0 - 22.8	20.5 - 24.7
conventional machinist	16.5 - 19.8	18.1 - 21.8	19.7 - 23.7
electrician	23.0 - 28.0	24.9 - 30.3	26.8 - 32.6
electromechanical technician	22.7 - 27.2	25.6 - 30.8	28.1 - 33.8
electronics technician	21.7 - 26.1	23.8 - 28.6	25.8 - 31.0
field service technician	22.1 - 26.2	24.5 - 29.0	26.7 - 31.7
heavy equipment mechanic	22.4 - 26.9	24.8 - 29.9	27.1 - 32.6
logistics manager	26.4 - 32.1	29.0 - 35.3	31.6 - 38.4
maintenance manager	23.2 - 27.9	26.0 - 31.2	28.5 - 34.3
maintenance mechanic	20.4 - 23.6	22.4 - 26.0	24.3 - 28.2
maintenance supervisor	24.8 - 29.8	27.2 - 32.7	29.5 - 35.5
maintenance worker	17.3 - 20.0	19.2 - 22.2	20.9 - 24.2
millwright	21.5 - 25.8	24.1 - 29.0	26.4 - 31.7
production manager	34.2 - 41.6	36.9 - 44.9	39.6 - 48.2
quality control technician	16.6 - 19.9	18.0 - 21.7	19.5 - 23.4
quality control tester	22.0 - 26.4	24.3 - 29.2	26.5 - 31.9
tool and die maker	20.7 - 24.9	22.7 - 27.3	24.6 - 29.6
warehouse supervisor	20.0 - 24.0	21.9 - 26.3	23.7 - 28.5
welder	18.8 - 22.6	20.5 - 24.6	22.0 - 26.5

saint john

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.5 - 16.9	15.8 - 18.5	17.1 - 20.0
dispatcher	17.1 - 20.1	18.6 - 21.9	20.0 - 23.5
electronic parts assembler	14.0 - 16.6	15.3 - 18.1	16.4 - 19.5
forklift operator	13.3 - 15.6	14.8 - 17.3	16.1 - 18.9
industrial painter	15.3 - 18.1	16.8 - 19.9	18.1 - 21.5
inventory control clerk	14.3 - 16.5	15.6 - 18.1	16.9 - 19.5
logistics coordinator	17.4 - 20.7	19.1 - 22.6	20.6 - 24.5
machine operator	15.6 - 18.8	17.2 - 20.7	18.7 - 22.4
machine operator assistant	14.3 - 16.3	15.8 - 18.0	17.1 - 19.6
manufacturing worker	13.0 - 14.8	14.2 - 16.2	15.3 - 17.5
material handler	13.1 - 15.3	14.5 - 17.0	15.7 - 18.4
molding machine operator	14.8 - 17.8	16.3 - 19.6	17.7 - 21.3
parts manager	20.6 - 24.7	22.4 - 26.9	24.2 - 29.0
picker/packer	12.6 - 14.8	13.7 - 16.0	14.6 - 17.1
production labourer	12.5 - 14.5	14.2 - 16.4	15.6 - 18.1
sandblasting operator	14.4 - 17.1	15.6 - 18.5	16.7 - 19.8
shipping and receiving clerk	16.3 - 18.7	17.8 - 20.3	19.1 - 21.9
warehouse labourer	13.1 - 14.9	14.6 - 16.7	15.8 - 18.0

skilled trades and industrial management

assembly supervisor	36.9 - 39.7	40.0 - 45.2	45.0 - 47.0
cnc machinist	22.8 - 24.9	25.0 - 26.1	26.0 - 29.0
conventional machinist	16.9 - 20.3	18.6 - 22.3	20.2 - 24.2
electrician	27.6 - 29.1	29.0 - 33.1	33.0 - 36.0
electromechanical technician	23.3 - 28.0	26.3 - 31.6	28.8 - 34.7
electronics technician	22.3 - 26.8	24.5 - 29.4	26.5 - 31.8
field service technician	22.7 - 26.9	25.2 - 29.8	27.4 - 32.5
heavy equipment mechanic	22.6 - 27.1	25.1 - 30.1	27.3 - 32.8
logistics manager	27.2 - 33.0	29.8 - 36.3	32.4 - 39.5
maintenance manager	23.6 - 28.3	26.4 - 31.7	29.0 - 34.9
maintenance mechanic	20.9 - 24.2	23.0 - 26.6	25.0 - 28.9
maintenance supervisor	25.3 - 30.4	27.8 - 33.3	30.1 - 36.1
maintenance worker	17.8 - 20.6	19.7 - 22.8	21.5 - 24.9
millwright	22.1 - 26.5	24.7 - 29.7	27.0 - 32.5
production manager	35.1 - 42.8	38.0 - 46.2	40.7 - 49.6
quality control technician	16.8 - 20.1	18.3 - 22.0	19.7 - 23.7
quality control tester	22.6 - 27.1	25.0 - 30.0	27.2 - 32.7
tool and die maker	21.2 - 25.5	23.3 - 27.9	25.2 - 30.3
warehouse supervisor	20.6 - 24.7	22.5 - 27.0	24.4 - 29.3
welder	19.3 - 23.2	21.0 - 25.2	22.6 - 27.1

halifax

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.8 - 17.2	16.1 - 18.8	17.4 - 20.3
dispatcher	17.4 - 20.3	18.9 - 22.1	20.3 - 23.8
electronic parts assembler	14.3 - 16.9	15.6 - 18.4	16.7 - 19.8
forklift operator	15.0 - 17.0	16.0 - 18.0	17.0 - 19.0
industrial painter	15.4 - 18.2	16.9 - 20.0	18.2 - 21.5
inventory control clerk	14.6 - 16.8	15.9 - 18.4	17.2 - 19.8
logistics coordinator	17.7 - 21.0	19.4 - 22.9	20.9 - 24.7
machine operator	15.9 - 19.1	17.5 - 21.0	19.0 - 22.7
machine operator assistant	14.4 - 16.4	15.9 - 18.1	17.2 - 19.6
manufacturing worker	12.5 - 13.7	13.5 - 15.5	15.4 - 17.6
material handler	12.5 - 13.8	13.5 - 15.9	15.7 - 18.3
molding machine operator	14.7 - 17.6	16.2 - 19.4	17.5 - 21.0
parts manager	20.7 - 24.8	22.5 - 27.0	24.3 - 29.1
picker/packer	12.6 - 14.7	13.7 - 15.9	14.6 - 17.0
production labourer	12.5 - 14.4	14.2 - 16.3	15.6 - 17.9
sandblasting operator	14.5 - 17.2	15.7 - 18.5	16.8 - 19.8
shipping and receiving clerk	14.0 - 15.9	15.7 - 18.0	17.0 - 20.0
warehouse labourer	12.5 - 13.8	13.5 - 15.9	15.7 - 17.9

skilled trades and industrial management

assembly supervisor	22.6 - 27.1	24.6 - 29.5	26.5 - 31.8
cnc machinist	17.7 - 21.1	19.3 - 23.1	20.8 - 25.0
conventional machinist	16.8 - 20.0	18.4 - 22.1	20.0 - 23.9
electrician	23.4 - 28.4	25.3 - 30.8	27.2 - 33.1
electromechanical technician	23.1 - 27.8	26.1 - 31.4	28.6 - 34.4
electronics technician	22.2 - 26.6	24.3 - 29.2	26.3 - 31.6
field service technician	22.5 - 26.7	25.0 - 29.6	27.2 - 32.3
heavy equipment mechanic	22.9 - 27.4	25.3 - 30.4	27.6 - 33.1
logistics manager	26.8 - 32.6	29.4 - 35.8	32.0 - 38.9
maintenance manager	23.7 - 28.4	26.5 - 31.8	29.1 - 34.9
maintenance mechanic	20.9 - 24.2	23.0 - 26.6	24.9 - 28.8
maintenance supervisor	25.3 - 30.4	27.7 - 33.3	30.0 - 36.0
maintenance worker	17.8 - 20.6	19.7 - 22.8	21.5 - 24.8
millwright	22.0 - 26.4	24.6 - 29.6	27.0 - 32.4
production manager	34.6 - 42.2	37.4 - 45.6	40.1 - 48.9
quality control technician	16.9 - 20.2	18.4 - 22.0	19.8 - 23.8
quality control tester	22.4 - 26.9	24.8 - 29.8	27.1 - 32.5
tool and die maker	21.0 - 25.2	23.0 - 27.6	24.9 - 29.9
warehouse supervisor	20.3 - 24.4	22.3 - 26.7	24.1 - 29.0
welder	19.1 - 22.9	20.7 - 24.9	22.3 - 26.8

ontario

barrie

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.0	17.0 - 20.5	20.0 - 21.5
dispatcher	18.4 - 21.4	20.0 - 23.3	21.4 - 25.0
electronic parts assembler	15.2 - 17.9	16.5 - 19.5	17.7 - 20.9
forklift operator	16.0 - 17.5	16.9 - 19.0	18.4 - 20.0
industrial painter	17.0 - 18.2	18.0 - 19.4	19.0 - 22.8
inventory control clerk	16.0 - 17.8	17.7 - 19.5	19.4 - 20.9
logistics coordinator	18.7 - 22.1	20.4 - 24.1	22.0 - 26.0
machine operator	16.9 - 20.2	18.6 - 22.2	20.1 - 24.0
machine operator assistant	16.0 - 17.5	16.9 - 19.3	18.3 - 20.9
manufacturing worker	16.0 - 17.0	16.8 - 17.9	17.8 - 18.8
material handler	15.0 - 16.5	16.2 - 18.0	17.7 - 19.6
molding machine operator	16.0 - 17.5	17.4 - 21.1	21.0 - 24.0
parts manager	22.0 - 26.2	23.8 - 28.5	25.7 - 30.7
picker/packer	15.0 - 16.2	16.0 - 17.5	17.2 - 18.2
production labourer	16.0 - 17.3	17.0 - 18.3	18.0 - 19.2
sandblasting operator	17.0 - 18.5	18.4 - 19.9	19.8 - 21.1
shipping and receiving clerk	17.5 - 19.1	19.0 - 22.3	22.0 - 23.3
warehouse labourer	15.0 - 16.1	15.6 - 17.9	17.8 - 19.2

skilled trades and industrial management

assembly supervisor	23.9 - 28.6	25.9 - 31.0	27.9 - 33.3
cnc machinist	19.0 - 22.6	20.7 - 24.7	22.3 - 26.6
conventional machinist	22.0 - 22.8	22.7 - 25.9	25.8 - 29.0
electrician	24.7 - 29.8	26.7 - 32.3	28.6 - 34.6
electromechanical technician	24.7 - 29.5	27.8 - 33.2	30.4 - 36.4
electronics technician	23.7 - 28.3	25.9 - 30.9	28.0 - 33.4
field service technician	24.0 - 28.4	26.6 - 31.4	28.9 - 34.2
heavy equipment mechanic	24.0 - 28.7	26.5 - 31.7	28.8 - 34.5
logistics manager	28.3 - 35.3	35.0 - 37.6	37.0 - 40.8
maintenance manager	42.0 - 44.3	44.1 - 47.4	47.2 - 48.9
maintenance mechanic	21.9 - 25.3	24.1 - 27.8	26.1 - 30.1
maintenance supervisor	26.7 - 31.9	29.2 - 34.9	31.5 - 37.7
maintenance worker	18.8 - 21.6	20.7 - 23.9	22.5 - 26.0
millwright	28.8 - 29.1	28.9 - 35.1	34.8 - 35.6
production manager	45.0 - 46.1	46.0 - 48.1	48.0 - 51.1
quality control technician	18.0 - 21.5	19.6 - 23.3	21.0 - 25.1
quality control tester	23.9 - 26.5	26.4 - 27.3	27.0 - 34.4
tool and die maker	28.0 - 29.1	29.0 - 32.7	32.5 - 33.1
warehouse supervisor	28.5 - 29.1	29.0 - 30.5	30.3 - 30.8
welder	22.0 - 23.6	23.2 - 26.7	26.3 - 28.5

ontario

belleville-brockville

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.3	17.2 - 20.0	18.6 - 21.6
dispatcher	17.7 - 20.7	19.3 - 22.5	20.7 - 24.2
electronic parts assembler	15.3 - 18.0	16.6 - 19.6	17.8 - 21.1
forklift operator	14.8 - 16.7	15.9 - 18.6	17.3 - 20.1
industrial painter	15.7 - 18.6	17.2 - 20.3	18.5 - 21.9
inventory control clerk	15.8 - 18.1	17.2 - 19.8	18.6 - 21.4
logistics coordinator	18.1 - 21.3	19.7 - 23.3	21.3 - 25.1
machine operator	16.0 - 19.1	17.6 - 21.1	19.1 - 22.8
machine operator assistant	15.6 - 17.8	17.2 - 19.6	18.6 - 21.2
manufacturing worker	14.8 - 16.2	15.5 - 17.7	16.7 - 19.1
material handler	14.8 - 16.4	15.6 - 18.1	16.9 - 19.7
molding machine operator	15.2 - 18.2	16.7 - 20.0	18.1 - 21.6
parts manager	20.9 - 25.0	22.7 - 27.2	24.5 - 29.3
picker/packer	15.0 - 15.9	15.6 - 16.8	16.7 - 17.6
production labourer	14.8 - 15.6	15.3 - 17.6	16.7 - 19.3
sandblasting operator	15.8 - 18.6	17.0 - 20.0	18.1 - 21.4
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.0	19.7 - 22.5
warehouse labourer	14.8 - 16.1	15.7 - 17.8	17.0 - 19.3

skilled trades and industrial management

assembly supervisor	23.1 - 27.6	25.0 - 30.0	26.9 - 32.3
cnc machinist	18.2 - 21.8	19.9 - 23.8	21.4 - 25.7
conventional machinist	17.3 - 20.7	19.0 - 22.7	20.6 - 24.6
electrician	23.7 - 28.8	25.7 - 31.2	27.6 - 33.4
electromechanical technician	23.7 - 28.4	26.7 - 32.0	29.2 - 35.1
electronics technician	22.7 - 27.2	24.8 - 29.8	26.9 - 32.2
field service technician	23.1 - 27.3	25.5 - 30.2	27.8 - 32.9
heavy equipment mechanic	22.9 - 27.4	25.3 - 30.3	27.6 - 33.1
logistics manager	27.2 - 33.0	29.9 - 36.3	32.5 - 39.4
maintenance manager	24.0 - 28.8	26.8 - 32.2	29.4 - 35.3
maintenance mechanic	20.9 - 24.2	23.0 - 26.6	25.0 - 28.9
maintenance supervisor	25.6 - 30.7	28.0 - 33.6	30.3 - 36.3
maintenance worker	17.9 - 20.6	19.8 - 22.8	21.5 - 24.9
millwright	22.1 - 26.5	24.7 - 29.6	27.0 - 32.4
production manager	35.1 - 42.7	37.9 - 46.1	40.6 - 49.4
quality control technician	17.2 - 20.6	18.7 - 22.4	20.2 - 24.2
quality control tester	22.9 - 27.5	25.4 - 30.4	27.6 - 33.1
tool and die maker	21.6 - 25.9	23.6 - 28.3	25.6 - 30.7
warehouse supervisor	21.0 - 25.1	23.0 - 27.5	24.8 - 29.7
welder	19.7 - 23.5	21.3 - 25.6	22.9 - 27.5

brampton

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.4	17.2 - 20.1	18.6 - 21.7
dispatcher	18.7 - 21.9	20.4 - 23.8	21.9 - 25.5
electronic parts assembler	15.3 - 18.1	16.6 - 19.7	17.9 - 21.2
forklift operator	15.2 - 17.8	16.9 - 19.7	18.3 - 21.4
industrial painter	16.6 - 19.6	18.1 - 21.4	19.5 - 23.1
inventory control clerk	15.7 - 18.1	17.1 - 19.8	18.5 - 21.3
logistics coordinator	19.1 - 22.6	20.8 - 24.6	22.5 - 26.6
machine operator	17.0 - 20.4	18.7 - 22.4	20.3 - 24.3
machine operator assistant	15.5 - 17.7	17.1 - 19.5	18.5 - 21.1
manufacturing worker	14.9 - 17.1	16.3 - 18.6	17.6 - 20.0
material handler	14.8 - 17.4	16.5 - 19.3	17.9 - 20.9
molding machine operator	15.9 - 19.0	17.5 - 20.9	18.9 - 22.6
parts manager	22.5 - 26.9	24.5 - 29.2	26.3 - 31.5
picker/packer	14.8 - 16.9	15.6 - 18.2	16.6 - 19.4
production labourer	14.8 - 16.5	16.2 - 18.7	17.8 - 20.6
sandblasting operator	15.6 - 18.5	16.8 - 19.9	18.0 - 21.3
shipping and receiving clerk	17.9 - 20.4	19.4 - 22.2	20.9 - 23.8
warehouse labourer	15.0 - 16.1	15.7 - 17.9	16.9 - 19.3

skilled trades and industrial management

assembly supervisor	24.2 - 29.0	26.3 - 31.5	28.3 - 33.9
cnc machinist	19.0 - 22.8	20.8 - 24.9	22.4 - 26.8
conventional machinist	18.1 - 21.6	19.9 - 23.8	21.5 - 25.7
electrician	25.2 - 30.5	27.2 - 33.0	29.2 - 35.4
electromechanical technician	25.1 - 30.0	28.3 - 33.8	30.9 - 37.0
electronics technician	24.1 - 28.8	26.3 - 31.5	28.5 - 34.1
field service technician	24.5 - 28.9	27.1 - 32.0	29.4 - 34.8
heavy equipment mechanic	24.6 - 29.4	27.2 - 32.6	29.6 - 35.5
logistics manager	28.9 - 35.1	31.7 - 38.5	34.5 - 41.8
maintenance manager	25.2 - 30.1	28.1 - 33.7	30.8 - 36.9
maintenance mechanic	22.4 - 25.8	24.6 - 28.4	26.7 - 30.8
maintenance supervisor	26.9 - 32.2	29.4 - 35.2	31.8 - 38.1
maintenance worker	19.1 - 22.0	21.1 - 24.4	23.0 - 26.6
millwright	23.6 - 28.3	26.4 - 31.6	28.8 - 34.5
production manager	37.3 - 45.3	40.2 - 48.9	43.1 - 52.4
quality control technician	18.1 - 21.7	19.7 - 23.6	21.2 - 25.4
quality control tester	24.3 - 29.1	26.9 - 32.2	29.3 - 35.0
tool and die maker	22.6 - 27.0	24.7 - 29.6	26.7 - 32.0
warehouse supervisor	22.1 - 26.4	24.1 - 28.9	26.1 - 31.3
welder	20.6 - 24.6	22.3 - 26.7	24.0 - 28.7

brantford

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.4	17.3 - 20.1	18.6 - 21.6
dispatcher	18.6 - 21.7	20.2 - 23.5	21.7 - 25.2
electronic parts assembler	15.4 - 18.1	16.7 - 19.7	17.9 - 21.1
forklift operator	15.5 - 16.6	16.0 - 18.4	17.1 - 21.0
industrial painter	16.6 - 19.5	18.1 - 21.3	19.5 - 22.9
inventory control clerk	16.1 - 18.0	17.0 - 19.6	18.4 - 21.1
logistics coordinator	18.9 - 22.3	20.6 - 24.3	22.2 - 26.2
machine operator	18.2 - 20.3	19.1 - 22.3	20.3 - 24.2
machine operator assistant	16.5 - 17.7	17.1 - 19.4	18.5 - 21.0
manufacturing worker	15.1 - 16.1	15.7 - 17.5	16.6 - 18.9
material handler	15.5 - 16.3	16.0 - 18.4	17.1 - 20.0
molding machine operator	16.5 - 18.9	17.4 - 20.8	18.9 - 22.5
parts manager	21.9 - 26.1	23.8 - 28.4	25.5 - 30.5
picker/packer	15.0 - 15.7	15.5 - 17.0	16.2 - 18.2
production labourer	15.0 - 15.8	15.6 - 17.4	16.6 - 19.1
sandblasting operator	16.4 - 18.5	17.5 - 19.8	19.4 - 21.2
shipping and receiving clerk	17.8 - 20.2	19.3 - 21.9	20.7 - 23.5
warehouse labourer	15.2 - 16.3	16.1 - 17.7	16.8 - 19.1

skilled trades and industrial management

assembly supervisor	23.7 - 28.3	25.7 - 30.7	27.6 - 33.0
cnc machinist	20.1 - 24.0	23.9 - 28.2	27.2 - 33.3
conventional machinist	22.2 - 24.9	24.1 - 27.4	26.0 - 29.9
electrician	28.1 - 31.2	30.4 - 34.6	32.4 - 38.0
electromechanical technician	28.1 - 31.2	30.4 - 34.6	32.4 - 38.0
electronics technician	23.4 - 27.9	25.6 - 30.5	27.6 - 33.0
field service technician	23.8 - 28.0	26.3 - 33.9	31.2 - 40.1
heavy equipment mechanic	28.3 - 33.7	31.6 - 36.8	33.0 - 41.9
logistics manager	28.4 - 34.3	31.1 - 37.6	33.7 - 40.8
maintenance manager	36.1 - 39.9	39.0 - 44.7	43.9 - 47.8
maintenance mechanic	28.0 - 31.7	29.5 - 34.1	33.3 - 37.5
maintenance supervisor	26.5 - 31.6	28.9 - 34.6	31.2 - 37.4
maintenance worker	19.0 - 21.9	21.0 - 24.2	22.8 - 26.3
millwright	28.0 - 31.7	29.5 - 34.1	33.3 - 37.5
production manager	36.4 - 44.1	39.3 - 47.6	42.0 - 51.0
quality control technician	18.1 - 21.6	19.7 - 23.5	21.2 - 25.2
quality control tester	23.6 - 28.2	26.1 - 31.2	28.4 - 33.9
tool and die maker	24.0 - 26.3	25.3 - 27.4	27.2 - 32.3
warehouse supervisor	21.8 - 26.0	23.8 - 28.4	25.7 - 30.7
welder	20.5 - 24.4	22.2 - 26.5	23.8 - 28.4

ontario

burlington

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.4 - 19.1	17.9 - 20.8	19.3 - 22.4
dispatcher	19.2 - 22.4	20.8 - 24.3	22.3 - 26.1
electronic parts assembler	15.9 - 18.8	17.3 - 20.4	18.6 - 21.9
forklift operator	15.0 - 17.6	16.7 - 19.4	18.1 - 21.1
industrial painter	17.1 - 20.2	18.7 - 22.1	20.1 - 23.8
inventory control clerk	16.0 - 18.5	17.5 - 20.2	18.9 - 21.8
logistics coordinator	19.5 - 23.0	21.3 - 25.2	23.0 - 27.1
machine operator	17.7 - 21.1	19.4 - 23.1	21.0 - 25.0
machine operator assistant	16.0 - 18.2	17.6 - 20.1	19.1 - 21.7
manufacturing worker	15.0 - 16.6	15.9 - 18.1	17.1 - 19.5
material handler	15.0 - 17.2	16.3 - 19.0	17.7 - 20.6
molding machine operator	16.4 - 19.6	18.0 - 21.5	19.5 - 23.3
parts manager	23.5 - 28.1	25.5 - 30.5	27.5 - 32.8
picker/packer	15.0 - 16.6	15.4 - 18.0	16.5 - 19.2
production labourer	15.0 - 16.3	16.0 - 18.4	17.6 - 20.2
sandblasting operator	16.1 - 19.1	17.4 - 20.5	18.6 - 21.9
shipping and receiving clerk	18.3 - 20.9	19.8 - 22.6	21.3 - 24.3
warehouse labourer	15.0 - 16.8	16.4 - 18.7	17.7 - 20.2

skilled trades and industrial management

assembly supervisor	25.1 - 30.0	27.2 - 32.5	29.3 - 35.0
cnc machinist	19.6 - 23.5	21.4 - 25.6	23.1 - 27.6
conventional machinist	18.6 - 22.3	20.5 - 24.5	22.2 - 26.5
electrician	26.0 - 31.4	28.1 - 34.0	30.1 - 36.5
electromechanical technician	26.0 - 31.0	29.2 - 34.8	31.9 - 38.1
electronics technician	24.9 - 29.7	27.2 - 32.5	29.4 - 35.1
field service technician	25.3 - 29.9	28.0 - 33.0	30.4 - 35.8
heavy equipment mechanic	25.3 - 30.2	28.0 - 33.4	30.4 - 36.4
logistics manager	30.6 - 37.0	33.5 - 40.6	36.4 - 44.0
maintenance manager	26.0 - 31.2	29.1 - 34.8	31.9 - 38.1
maintenance mechanic	23.2 - 26.7	25.4 - 29.3	27.5 - 31.8
maintenance supervisor	27.9 - 33.3	30.5 - 36.4	32.9 - 39.4
maintenance worker	19.8 - 22.8	21.9 - 25.2	23.8 - 27.4
millwright	24.4 - 29.2	27.2 - 32.6	29.7 - 35.6
production manager	39.3 - 47.6	42.4 - 51.3	45.4 - 55.0
quality control technician	18.7 - 22.3	20.3 - 24.3	21.9 - 26.2
quality control tester	25.2 - 30.0	27.8 - 33.1	30.2 - 36.0
tool and die maker	23.3 - 27.8	25.5 - 30.5	27.6 - 33.0
warehouse supervisor	22.8 - 27.3	24.9 - 29.8	27.0 - 32.2
welder	21.2 - 25.4	23.0 - 27.5	24.7 - 29.6

ontario

cambridge

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.5 - 18.0	16.9 - 19.7	18.2 - 21.2
dispatcher	18.3 - 21.3	19.8 - 23.2	21.3 - 24.9
electronic parts assembler	15.0 - 17.7	16.3 - 19.3	17.5 - 20.7
forklift operator	16.0 - 17.3	17.0 - 19.0	18.0 - 21.0
industrial painter	18.0 - 21.0	20.0 - 24.0	23.0 - 26.5
inventory control clerk	15.3 - 17.6	16.7 - 19.3	18.0 - 20.8
logistics coordinator	18.6 - 22.0	20.3 - 24.0	21.9 - 25.8
machine operator	16.7 - 19.9	18.4 - 21.9	19.9 - 23.7
machine operator assistant	15.1 - 17.2	16.6 - 18.9	18.0 - 20.5
manufacturing worker	15.0 - 16.5	15.5 - 17.8	17.2 - 19.3
material handler	15.3 - 16.2	15.9 - 17.7	16.5 - 19.2
molding machine operator	15.5 - 18.5	17.0 - 20.3	18.4 - 22.0
parts manager	21.7 - 26.0	23.6 - 28.3	25.4 - 30.4
picker/packer	15.0 - 16.3	16.0 - 17.5	17.0 - 19.5
production labourer	15.0 - 16.5	15.3 - 17.2	16.4 - 18.9
sandblasting operator	15.2 - 18.0	16.4 - 19.4	17.5 - 20.7
shipping and receiving clerk	17.5 - 19.9	18.9 - 21.6	20.3 - 23.2
warehouse labourer	15.0 - 16.5	15.3 - 17.4	17.1 - 19.6

skilled trades and industrial management

assembly supervisor	23.5 - 28.1	25.5 - 30.5	27.4 - 32.9
cnc machinist	20.1 - 24.2	23.0 - 27.9	27.3 - 33.1
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	28.5 - 31.3	30.0 - 34.2	32.6 - 38.8
electromechanical technician	24.1 - 28.9	27.2 - 32.5	29.7 - 35.6
electronics technician	23.1 - 27.7	25.3 - 30.3	27.3 - 32.7
field service technician	23.5 - 27.8	26.7 - 32.3	31.8 - 40.8
heavy equipment mechanic	28.0 - 32.0	31.6 - 33.5	32.4 - 35.2
logistics manager	28.2 - 34.2	30.9 - 37.6	33.6 - 40.8
maintenance manager	36.1 - 40.2	38.9 - 44.8	41.7 - 47.9
maintenance mechanic	28.5 - 31.9	29.0 - 34.2	33.7 - 37.5
maintenance supervisor	26.5 - 31.7	28.9 - 34.7	31.3 - 37.5
maintenance worker	18.7 - 21.6	20.7 - 23.9	22.5 - 26.0
millwright	28.0 - 32.0	29.0 - 34.0	33.0 - 37.5
production manager	36.4 - 44.2	39.3 - 47.7	42.1 - 51.2
quality control technician	17.6 - 21.1	19.2 - 23.0	20.7 - 24.7
quality control tester	23.3 - 27.9	25.8 - 30.9	28.1 - 33.7
tool and die maker	25.1 - 28.7	27.5 - 32.6	30.8 - 34.5
warehouse supervisor	21.4 - 25.6	23.4 - 28.0	25.3 - 30.3
welder	20.0 - 23.9	22.7 - 27.4	25.6 - 30.2

collingwood

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.4	17.3 - 20.1	18.6 - 21.7
dispatcher	18.6 - 21.6	20.2 - 23.5	21.6 - 25.2
electronic parts assembler	15.4 - 18.1	16.7 - 19.7	17.9 - 21.1
forklift operator	15.0 - 16.8	16.0 - 18.6	17.3 - 20.2
industrial painter	16.6 - 19.6	18.1 - 21.4	19.6 - 23.0
inventory control clerk	15.5 - 17.9	17.0 - 19.6	18.3 - 21.1
logistics coordinator	18.9 - 22.3	20.6 - 24.3	22.2 - 26.2
machine operator	17.1 - 20.4	18.8 - 22.4	20.3 - 24.2
machine operator assistant	15.5 - 17.7	17.1 - 19.5	18.5 - 21.1
manufacturing worker	14.9 - 17.1	16.3 - 18.7	17.6 - 20.1
material handler	14.9 - 17.4	16.5 - 19.3	17.9 - 21.0
molding machine operator	16.0 - 19.1	17.6 - 21.0	19.0 - 22.7
parts manager	22.2 - 26.5	24.1 - 28.7	25.9 - 30.9
picker/packer	14.8 - 16.9	15.7 - 18.2	16.7 - 19.5
production labourer	14.8 - 16.5	16.2 - 18.7	17.8 - 20.6
sandblasting operator	15.7 - 18.5	16.9 - 19.9	18.1 - 21.3
shipping and receiving clerk	17.7 - 20.2	19.2 - 21.9	20.6 - 23.5
warehouse labourer	14.9 - 17.1	16.6 - 19.0	18.0 - 20.6

skilled trades and industrial management

assembly supervisor	24.1 - 28.8	26.1 - 31.2	28.1 - 33.5
cnc machinist	19.1 - 22.8	20.9 - 24.9	22.5 - 26.8
conventional machinist	18.2 - 21.7	20.0 - 23.8	21.6 - 25.8
electrician	24.9 - 30.0	26.9 - 32.5	28.8 - 34.8
electromechanical technician	24.9 - 29.7	28.0 - 33.4	30.6 - 36.6
electronics technician	23.9 - 28.5	26.1 - 31.1	28.2 - 33.7
field service technician	24.3 - 28.6	26.8 - 31.6	29.1 - 34.4
heavy equipment mechanic	24.2 - 28.9	26.7 - 31.9	29.0 - 34.7
logistics manager	28.5 - 34.5	31.3 - 37.8	33.9 - 41.0
maintenance manager	25.1 - 30.0	28.0 - 33.5	30.7 - 36.7
maintenance mechanic	22.1 - 25.5	24.3 - 28.0	26.3 - 30.3
maintenance supervisor	26.9 - 32.1	29.4 - 35.1	31.7 - 37.9
maintenance worker	18.9 - 21.8	20.9 - 24.1	22.7 - 26.2
millwright	23.3 - 27.8	26.0 - 31.1	28.4 - 33.9
production manager	36.6 - 44.4	39.5 - 47.9	42.3 - 51.3
quality control technician	18.2 - 21.7	19.8 - 23.5	21.2 - 25.3
quality control tester	24.1 - 28.8	26.6 - 31.8	29.0 - 34.6
tool and die maker	22.7 - 27.0	24.8 - 29.6	26.8 - 32.0
warehouse supervisor	22.0 - 26.3	24.0 - 28.7	26.0 - 31.0
welder	20.7 - 24.7	22.4 - 26.7	24.0 - 28.7

cornwall

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.2 - 17.8	16.6 - 19.4	17.9 - 20.9
dispatcher	18.0 - 21.0	19.6 - 22.9	21.0 - 24.6
electronic parts assembler	15.7 - 18.4	17.1 - 20.1	18.2 - 21.6
forklift operator	14.8 - 17.2	16.3 - 19.0	17.7 - 20.7
industrial painter	16.1 - 19.0	17.6 - 20.8	19.0 - 22.4
inventory control clerk	15.1 - 17.4	16.5 - 19.0	17.8 - 20.5
logistics coordinator	18.3 - 21.7	20.0 - 23.7	21.6 - 25.6
machine operator	16.4 - 19.6	18.1 - 21.6	19.6 - 23.4
machine operator assistant	15.0 - 17.2	16.6 - 18.9	17.9 - 20.5
manufacturing worker	14.8 - 16.5	15.8 - 18.0	17.1 - 19.5
material handler	14.8 - 16.7	15.9 - 18.6	17.3 - 20.1
molding machine operator	15.3 - 18.2	16.8 - 20.1	18.2 - 21.7
parts manager	21.3 - 25.5	23.2 - 27.7	25.0 - 29.9
picker/packer	14.8 - 16.2	15.1 - 17.6	16.1 - 18.8
production labourer	14.8 - 15.9	15.6 - 18.0	17.2 - 19.8
sandblasting operator	15.2 - 17.9	16.4 - 19.3	17.5 - 20.7
shipping and receiving clerk	17.2 - 19.6	18.7 - 21.3	20.0 - 22.9
warehouse labourer	14.8 - 16.4	16.0 - 18.2	17.3 - 19.7

skilled trades and industrial management

assembly supervisor	23.6 - 28.3	25.7 - 30.7	27.6 - 33.0
cnc machinist	18.3 - 21.9	19.9 - 23.9	21.5 - 25.8
conventional machinist	17.4 - 20.7	19.1 - 22.8	20.7 - 24.7
electrician	24.3 - 29.4	26.3 - 31.9	28.2 - 34.2
electromechanical technician	24.3 - 29.1	27.4 - 32.8	30.0 - 35.9
electronics technician	23.3 - 27.9	25.5 - 30.5	27.6 - 33.0
field service technician	23.7 - 28.0	26.2 - 31.0	28.5 - 33.7
heavy equipment mechanic	23.5 - 28.1	26.0 - 31.1	28.3 - 33.9
logistics manager	27.7 - 33.6	30.4 - 36.9	33.0 - 40.1
maintenance manager	24.6 - 29.5	27.5 - 32.9	30.1 - 36.1
maintenance mechanic	21.6 - 25.0	23.8 - 27.5	25.8 - 29.8
maintenance supervisor	26.0 - 31.2	28.5 - 34.2	30.8 - 37.0
maintenance worker	18.4 - 21.3	20.4 - 23.6	22.2 - 25.7
millwright	22.8 - 27.4	25.5 - 30.6	27.9 - 33.4
production manager	35.7 - 43.3	38.5 - 46.8	41.3 - 50.1
quality control technician	17.6 - 21.1	19.2 - 22.9	20.6 - 24.7
quality control tester	23.5 - 28.2	26.0 - 31.2	28.3 - 33.9
tool and die maker	21.7 - 26.0	23.7 - 28.4	25.7 - 30.8
warehouse supervisor	21.2 - 25.4	23.2 - 27.8	25.1 - 30.1
welder	19.7 - 23.6	21.4 - 25.6	23.0 - 27.6

ontario

etobicoke

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.7	17.5 - 20.5	18.9 - 22.1
dispatcher	19.0 - 22.2	20.7 - 24.2	22.2 - 26.0
electronic parts assembler	15.5 - 18.4	16.9 - 20.0	18.2 - 21.5
forklift operator	15.4 - 18.0	17.1 - 20.0	18.7 - 21.8
industrial painter	16.7 - 19.8	18.3 - 21.8	19.8 - 23.5
inventory control clerk	15.8 - 18.3	17.3 - 20.0	18.7 - 21.6
logistics coordinator	19.3 - 22.9	21.1 - 25.0	22.8 - 27.1
machine operator	17.3 - 20.7	19.0 - 22.8	20.6 - 24.8
machine operator assistant	15.6 - 17.9	17.2 - 19.7	18.7 - 21.4
manufacturing worker	14.9 - 17.2	16.4 - 18.8	17.8 - 20.4
material handler	15.1 - 17.7	16.7 - 19.6	18.2 - 21.3
molding machine operator	16.1 - 19.3	17.8 - 21.3	19.3 - 23.2
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	14.8 - 17.1	15.8 - 18.6	16.9 - 19.8
production labourer	14.8 - 16.7	16.4 - 19.0	18.1 - 21.0
sandblasting operator	15.8 - 18.7	17.0 - 20.2	18.2 - 21.6
shipping and receiving clerk	18.1 - 20.7	19.7 - 22.5	21.1 - 24.2
warehouse labourer	15.1 - 17.3	16.9 - 19.3	18.2 - 20.9

skilled trades and industrial management

assembly supervisor	24.7 - 29.7	26.9 - 32.3	29.0 - 34.8
cnc machinist	19.4 - 23.3	21.2 - 25.5	22.9 - 27.5
conventional machinist	18.4 - 22.1	20.3 - 24.3	22.0 - 26.4
electrician	25.8 - 31.3	27.9 - 33.9	30.0 - 36.4
electromechanical technician	25.6 - 30.7	28.9 - 34.6	31.6 - 38.0
electronics technician	24.5 - 29.4	26.9 - 32.2	29.1 - 34.9
field service technician	24.9 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.1 - 30.1	27.8 - 33.3	30.3 - 36.3
logistics manager	30.4 - 36.9	33.4 - 40.5	36.3 - 44.0
maintenance manager	25.9 - 31.1	29.0 - 34.8	31.8 - 38.1
maintenance mechanic	22.8 - 26.4	25.1 - 29.1	27.3 - 31.6
maintenance supervisor	27.7 - 33.2	30.3 - 36.3	32.8 - 39.3
maintenance worker	19.4 - 22.5	21.6 - 24.9	23.5 - 27.2
millwright	24.1 - 28.9	27.0 - 32.4	29.5 - 35.4
production manager	39.2 - 47.6	42.3 - 51.4	45.4 - 55.1
quality control technician	18.3 - 22.1	20.0 - 24.0	21.6 - 25.9
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.9
tool and die maker	23.1 - 27.7	25.4 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	25.0 - 29.9	27.0 - 32.3
welder	21.0 - 25.2	22.8 - 27.4	24.6 - 29.5

ontario

fergus

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.6 - 18.2	17.1 - 19.9	18.4 - 21.4
dispatcher	18.4 - 21.5	20.0 - 23.3	21.4 - 25.0
electronic parts assembler	15.2 - 17.9	16.5 - 19.5	17.7 - 20.9
forklift operator	15.5 - 17.0	15.9 - 19.5	17.2 - 23.2
industrial painter	16.4 - 19.3	17.9 - 21.1	19.3 - 22.8
inventory control clerk	15.5 - 17.8	16.9 - 19.4	18.2 - 20.9
logistics coordinator	18.7 - 22.1	20.4 - 24.1	22.0 - 26.0
machine operator	16.9 - 20.1	18.5 - 22.1	20.1 - 23.9
machine operator assistant	15.4 - 17.5	16.9 - 19.2	18.3 - 20.8
manufacturing worker	15.8 - 17.5	16.2 - 20.0	17.4 - 23.9
material handler	15.2 - 16.3	15.5 - 19.1	16.8 - 22.0
molding machine operator	15.6 - 18.6	17.2 - 20.5	18.6 - 22.2
parts manager	22.0 - 26.3	23.9 - 28.5	25.7 - 30.7
picker/packer	15.6 - 16.7	16.4 - 18.1	17.9 - 20.4
production labourer	15.7 - 16.7	16.3 - 18.2	19.1 - 20.1
sandblasting operator	15.5 - 18.3	16.7 - 19.7	17.8 - 21.0
shipping and receiving clerk	17.6 - 20.0	19.1 - 21.7	20.5 - 23.3
warehouse labourer	15.7 - 16.6	16.2 - 18.1	19.1 - 20.1

skilled trades and industrial management

assembly supervisor	23.7 - 28.4	25.7 - 30.8	27.7 - 33.1
cnc machinist	18.7 - 22.3	20.4 - 24.4	22.0 - 26.3
conventional machinist	17.8 - 21.2	19.5 - 23.3	21.1 - 25.2
electrician	24.5 - 29.7	26.5 - 32.1	28.5 - 34.5
electromechanical technician	24.6 - 29.4	27.7 - 33.1	30.3 - 36.3
electronics technician	23.6 - 28.2	25.8 - 30.8	27.9 - 33.3
field service technician	24.0 - 28.3	26.5 - 31.3	28.8 - 34.1
heavy equipment mechanic	23.8 - 28.5	26.4 - 31.6	28.7 - 34.4
logistics manager	28.5 - 34.5	31.3 - 37.9	33.9 - 41.1
maintenance manager	25.0 - 29.8	27.9 - 33.3	30.5 - 36.6
maintenance mechanic	21.7 - 25.1	23.9 - 27.5	25.8 - 29.9
maintenance supervisor	26.4 - 31.6	28.8 - 34.5	31.2 - 37.4
maintenance worker	18.6 - 21.4	20.5 - 23.7	22.3 - 25.8
millwright	22.9 - 27.4	25.6 - 30.6	27.9 - 33.5
production manager	36.7 - 44.5	39.6 - 48.0	42.4 - 51.4
quality control technician	17.9 - 21.4	19.5 - 23.3	21.0 - 25.1
quality control tester	23.8 - 28.5	26.3 - 31.5	28.6 - 34.3
tool and die maker	22.2 - 26.5	24.2 - 29.0	26.2 - 31.4
warehouse supervisor	21.6 - 25.8	23.6 - 28.3	25.5 - 30.6
welder	20.2 - 24.1	21.9 - 26.2	23.5 - 28.1

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.2 - 18.8	17.6 - 20.5	18.9 - 22.0
dispatcher	19.0 - 22.0	20.6 - 23.9	22.0 - 25.6
electronic parts assembler	15.7 - 18.5	17.0 - 20.0	18.3 - 21.5
forklift operator	17.8 - 18.6	19.0 - 21.0	21.0 - 24.0
industrial painter	16.9 - 19.9	18.5 - 21.7	19.9 - 23.4
inventory control clerk	16.0 - 18.3	17.4 - 20.0	18.7 - 21.5
logistics coordinator	19.3 - 22.7	21.0 - 24.7	22.6 - 26.6
machine operator	17.4 - 20.7	19.1 - 22.7	20.6 - 24.5
machine operator assistant	15.9 - 18.0	17.4 - 19.8	18.8 - 21.4
manufacturing worker	15.1 - 16.6	15.3 - 18.9	16.4 - 22.5
material handler	15.5 - 16.9	15.6 - 19.2	16.9 - 22.6
molding machine operator	16.1 - 19.2	17.7 - 21.1	19.1 - 22.8
parts manager	22.6 - 26.8	24.5 - 29.1	26.3 - 31.3
picker/packer	15.8 - 17.3	16.1 - 18.8	17.2 - 19.9
production labourer	15.0 - 16.0	15.7 - 18.1	17.3 - 19.8
sandblasting operator	16.0 - 18.8	17.2 - 20.2	18.4 - 21.6
shipping and receiving clerk	18.2 - 20.6	19.6 - 22.3	21.0 - 23.9
warehouse labourer	15.8 - 16.6	16.2 - 18.2	18.1 - 21.0

skilled trades and industrial management

assembly supervisor	24.3 - 28.9	26.3 - 31.3	28.2 - 33.7
cnc machinist	19.3 - 22.9	21.0 - 24.9	22.6 - 26.9
conventional machinist	18.3 - 21.8	20.1 - 23.9	21.7 - 25.8
electrician	25.1 - 30.3	27.1 - 32.7	29.0 - 35.0
electromechanical technician	25.2 - 30.0	28.3 - 33.7	30.9 - 36.8
electronics technician	24.2 - 28.8	26.4 - 31.4	28.4 - 33.9
field service technician	24.5 - 28.9	27.1 - 31.9	29.4 - 34.6
heavy equipment mechanic	24.4 - 29.1	26.9 - 32.1	29.3 - 34.9
logistics manager	29.1 - 35.1	31.8 - 38.4	34.5 - 41.6
maintenance manager	25.5 - 30.4	28.5 - 33.9	31.1 - 37.1
maintenance mechanic	22.3 - 25.6	24.4 - 28.1	26.4 - 30.4
maintenance supervisor	27.0 - 32.1	29.4 - 35.1	31.7 - 37.9
maintenance worker	19.1 - 22.0	21.1 - 24.2	22.9 - 26.3
millwright	23.5 - 28.0	26.1 - 31.2	28.5 - 34.0
production manager	37.2 - 44.9	40.0 - 48.3	42.8 - 51.7
quality control technician	18.5 - 22.0	20.1 - 23.9	21.6 - 25.6
quality control tester	24.4 - 29.1	26.9 - 32.0	29.2 - 34.8
tool and die maker	22.7 - 27.1	24.8 - 29.6	26.8 - 32.0
warehouse supervisor	22.1 - 26.4	24.2 - 28.8	26.1 - 31.1
welder	20.8 - 24.7	22.5 - 26.8	24.1 - 28.7

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.9 - 18.5	17.3 - 20.2	18.7 - 21.8
dispatcher	18.7 - 21.8	20.3 - 23.7	21.8 - 25.4
electronic parts assembler	15.4 - 18.2	16.8 - 19.8	18.0 - 21.2
forklift operator	15.2 - 17.7	16.9 - 19.6	18.2 - 21.3
industrial painter	16.6 - 19.6	18.2 - 21.5	19.6 - 23.1
inventory control clerk	15.6 - 18.0	17.1 - 19.7	18.4 - 21.2
logistics coordinator	19.0 - 22.4	20.7 - 24.5	22.4 - 26.4
machine operator	17.1 - 20.5	18.8 - 22.5	20.4 - 24.4
machine operator assistant	15.6 - 17.8	17.2 - 19.5	18.6 - 21.1
manufacturing worker	15.1 - 17.1	16.4 - 18.7	17.7 - 20.1
material handler	14.8 - 17.3	16.4 - 19.2	17.8 - 20.8
molding machine operator	16.0 - 19.1	17.6 - 21.0	19.0 - 22.7
parts manager	22.1 - 26.4	24.0 - 28.7	25.8 - 30.9
picker/packer	14.8 - 16.7	15.6 - 18.1	16.6 - 19.4
production labourer	14.8 - 16.4	16.1 - 18.6	17.7 - 20.5
sandblasting operator	15.7 - 18.6	16.9 - 20.0	18.1 - 21.4
shipping and receiving clerk	17.8 - 20.3	19.3 - 22.0	20.8 - 23.7
warehouse labourer	14.9 - 17.0	16.5 - 18.9	17.9 - 20.4

skilled trades and industrial management

assembly supervisor	24.4 - 29.1	26.4 - 31.6	28.4 - 34.0
cnc machinist	19.1 - 22.8	20.9 - 24.9	22.5 - 26.9
conventional machinist	18.2 - 21.7	19.9 - 23.8	21.6 - 25.8
electrician	25.0 - 30.2	27.0 - 32.7	29.0 - 35.1
electromechanical technician	24.9 - 29.8	28.0 - 33.5	30.6 - 36.7
electronics technician	23.8 - 28.5	26.1 - 31.2	28.2 - 33.7
field service technician	24.2 - 28.6	26.8 - 31.7	29.2 - 34.5
heavy equipment mechanic	24.5 - 29.3	27.1 - 32.4	29.4 - 35.2
logistics manager	28.8 - 34.8	31.5 - 38.2	34.2 - 41.5
maintenance manager	25.2 - 30.2	28.2 - 33.7	30.8 - 36.9
maintenance mechanic	22.2 - 25.6	24.3 - 28.1	26.4 - 30.4
maintenance supervisor	26.8 - 32.0	29.2 - 35.0	31.6 - 37.9
maintenance worker	18.9 - 21.8	20.9 - 24.1	22.8 - 26.3
millwright	23.4 - 27.9	26.1 - 31.2	28.5 - 34.1
production manager	37.0 - 44.9	39.9 - 48.4	42.8 - 51.9
quality control technician	18.2 - 21.7	19.8 - 23.7	21.3 - 25.5
quality control tester	24.1 - 28.8	26.6 - 31.9	29.0 - 34.7
tool and die maker	22.7 - 27.1	24.8 - 29.7	26.8 - 32.1
warehouse supervisor	22.2 - 26.5	24.3 - 29.0	26.2 - 31.3
welder	20.6 - 24.7	22.4 - 26.8	24.0 - 28.8

ontario

kingston

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.5 - 18.1	17.0 - 19.8	18.3 - 21.4
dispatcher	18.1 - 21.1	19.7 - 23.0	21.1 - 24.7
electronic parts assembler	15.1 - 17.8	16.4 - 19.4	17.6 - 20.8
forklift operator	14.8 - 17.3	16.4 - 19.2	17.9 - 20.9
industrial painter	16.4 - 19.4	17.9 - 21.2	19.3 - 22.8
inventory control clerk	15.1 - 17.5	16.6 - 19.1	17.8 - 20.6
logistics coordinator	18.4 - 21.8	20.1 - 23.8	21.7 - 25.6
machine operator	16.8 - 20.0	18.4 - 22.0	20.0 - 23.9
machine operator assistant	15.4 - 17.5	16.9 - 19.3	18.3 - 20.9
manufacturing worker	14.8 - 16.9	16.1 - 18.4	17.4 - 19.8
material handler	14.8 - 17.0	16.1 - 18.8	17.5 - 20.4
molding machine operator	15.7 - 18.7	17.3 - 20.6	18.7 - 22.3
parts manager	21.7 - 25.9	23.6 - 28.2	25.4 - 30.4
picker/packer	14.8 - 16.4	15.3 - 17.8	16.2 - 19.0
production labourer	14.8 - 16.1	15.8 - 18.2	17.4 - 20.0
sandblasting operator	15.5 - 18.3	16.7 - 19.7	17.8 - 21.1
shipping and receiving clerk	17.3 - 19.7	18.7 - 21.4	20.1 - 23.0
warehouse labourer	14.8 - 16.6	16.2 - 18.4	17.5 - 19.9

skilled trades and industrial management

assembly supervisor	23.8 - 28.5	25.9 - 31.0	27.8 - 33.3
cnc machinist	18.8 - 22.5	20.5 - 24.5	22.1 - 26.5
conventional machinist	17.9 - 21.3	19.6 - 23.5	21.2 - 25.4
electrician	24.6 - 29.8	26.6 - 32.3	28.6 - 34.6
electromechanical technician	24.3 - 29.1	27.4 - 32.8	30.0 - 36.0
electronics technician	23.3 - 27.9	25.5 - 30.6	27.6 - 33.1
field service technician	23.7 - 28.0	26.2 - 31.0	28.5 - 33.8
heavy equipment mechanic	24.1 - 28.9	26.7 - 31.9	29.0 - 34.8
logistics manager	28.3 - 34.3	31.0 - 37.6	33.7 - 40.9
maintenance manager	24.6 - 29.4	27.5 - 32.9	30.1 - 36.1
maintenance mechanic	21.8 - 25.2	24.0 - 27.7	26.0 - 30.0
maintenance supervisor	26.6 - 31.8	29.1 - 34.8	31.4 - 37.7
maintenance worker	18.6 - 21.5	20.6 - 23.8	22.4 - 25.9
millwright	23.0 - 27.6	25.7 - 30.8	28.1 - 33.7
production manager	36.4 - 44.2	39.3 - 47.7	42.1 - 51.2
quality control technician	18.0 - 21.5	19.5 - 23.3	21.0 - 25.1
quality control tester	23.6 - 28.2	26.1 - 31.2	28.4 - 34.0
tool and die maker	22.3 - 26.7	24.4 - 29.2	26.4 - 31.6
warehouse supervisor	21.4 - 25.6	23.4 - 28.0	25.3 - 30.3
welder	20.3 - 24.3	22.0 - 26.4	23.7 - 28.3

ontario

kitchener-waterloo

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.7 - 18.2	17.1 - 19.9	18.4 - 21.4
dispatcher	18.4 - 21.5	20.0 - 23.3	21.5 - 25.0
electronic parts assembler	15.2 - 17.9	16.5 - 19.5	17.7 - 20.9
forklift operator	16.0 - 17.6	17.0 - 19.0	18.0 - 21.0
industrial painter	16.3 - 19.2	17.8 - 21.0	19.2 - 22.6
inventory control clerk	16.0 - 17.8	16.9 - 19.5	18.2 - 20.9
logistics coordinator	18.8 - 22.1	20.5 - 24.1	22.0 - 26.0
machine operator	16.9 - 20.1	18.5 - 22.1	20.1 - 23.9
machine operator assistant	15.3 - 17.4	16.8 - 19.1	18.2 - 20.7
manufacturing worker	15.0 - 16.2	15.2 - 17.3	16.3 - 18.6
material handler	15.0 - 16.8	15.8 - 17.9	16.7 - 19.4
molding machine operator	15.7 - 18.6	17.2 - 20.5	18.6 - 22.2
parts manager	21.9 - 26.1	23.8 - 28.4	25.6 - 30.6
picker/packer	15.0 - 16.0	15.6 - 16.9	16.5 - 18.1
production labourer	15.0 - 16.4	16.1 - 17.3	16.5 - 19.0
sandblasting operator	15.4 - 18.2	16.6 - 19.5	17.7 - 20.9
shipping and receiving clerk	17.6 - 20.1	19.1 - 21.7	20.5 - 23.3
warehouse labourer	15.0 - 15.9	15.5 - 17.6	16.7 - 19.0

skilled trades and industrial management

assembly supervisor	23.6 - 28.3	25.6 - 30.6	27.6 - 33.0
cnc machinist	18.7 - 22.3	20.4 - 24.3	22.0 - 26.2
conventional machinist	17.8 - 21.2	19.5 - 23.2	21.1 - 25.2
electrician	24.7 - 29.9	26.7 - 32.3	28.7 - 34.7
electromechanical technician	24.3 - 29.0	27.3 - 32.6	29.9 - 35.7
electronics technician	23.3 - 27.8	25.4 - 30.4	27.5 - 32.9
field service technician	23.6 - 27.9	26.1 - 30.9	28.4 - 33.6
heavy equipment mechanic	24.2 - 28.9	26.8 - 32.0	29.1 - 34.8
logistics manager	28.3 - 34.3	31.1 - 37.7	33.7 - 40.9
maintenance manager	24.6 - 29.4	27.4 - 32.8	30.1 - 36.0
maintenance mechanic	22.1 - 25.4	24.2 - 27.9	26.2 - 30.2
maintenance supervisor	26.6 - 31.8	29.1 - 34.8	31.4 - 37.6
maintenance worker	18.9 - 21.7	20.9 - 24.0	22.7 - 26.1
millwright	23.3 - 27.8	25.9 - 31.0	28.3 - 33.8
production manager	36.5 - 44.2	39.3 - 47.8	42.2 - 51.2
quality control technician	17.8 - 21.3	19.4 - 23.1	20.8 - 24.9
quality control tester	23.5 - 28.1	26.0 - 31.0	28.2 - 33.8
tool and die maker	22.1 - 26.4	24.2 - 28.9	26.1 - 31.3
warehouse supervisor	21.6 - 25.8	23.6 - 28.2	25.5 - 30.5
welder	20.2 - 24.1	21.9 - 26.1	23.5 - 28.0

london

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.6 - 18.2	17.0 - 19.9	18.3 - 21.4
dispatcher	18.2 - 21.2	19.8 - 23.1	21.2 - 24.8
electronic parts assembler	15.1 - 17.8	16.4 - 19.4	17.6 - 20.9
forklift operator	15.1 - 17.6	16.6 - 19.5	18.1 - 21.2
industrial painter	16.4 - 19.4	18.0 - 21.2	19.4 - 22.9
inventory control clerk	15.2 - 17.6	16.6 - 19.2	17.9 - 20.7
logistics coordinator	18.5 - 21.9	20.2 - 23.9	21.8 - 25.8
machine operator	16.8 - 20.1	18.5 - 22.1	20.0 - 23.9
machine operator assistant	15.4 - 17.5	16.9 - 19.3	18.3 - 20.9
manufacturing worker	14.8 - 16.9	16.2 - 18.4	17.5 - 19.9
material handler	14.8 - 17.2	16.3 - 19.1	17.7 - 20.7
molding machine operator	15.7 - 18.8	17.3 - 20.6	18.7 - 22.4
parts manager	21.8 - 26.1	23.7 - 28.4	25.5 - 30.5
picker/packer	14.8 - 16.6	15.4 - 18.0	16.4 - 19.3
production labourer	14.8 - 16.3	16.0 - 18.4	17.6 - 20.4
sandblasting operator	15.5 - 18.3	16.7 - 19.7	17.9 - 21.1
shipping and receiving clerk	17.4 - 19.8	18.8 - 21.5	20.2 - 23.1
warehouse labourer	14.8 - 16.9	16.4 - 18.8	17.8 - 20.2

skilled trades and industrial management

assembly supervisor	23.9 - 28.6	26.0 - 31.0	27.9 - 33.4
cnc machinist	18.8 - 22.5	20.5 - 24.6	22.1 - 26.5
conventional machinist	17.9 - 21.4	19.6 - 23.5	21.3 - 25.4
electrician	24.6 - 29.8	26.6 - 32.2	28.5 - 34.6
electromechanical technician	24.3 - 29.1	27.3 - 32.7	29.9 - 35.8
electronics technician	23.3 - 27.8	25.5 - 30.5	27.5 - 32.9
field service technician	23.6 - 28.0	26.2 - 30.9	28.5 - 33.7
heavy equipment mechanic	24.0 - 28.8	26.6 - 31.8	28.9 - 34.6
logistics manager	28.3 - 34.3	31.0 - 37.6	33.7 - 40.8
maintenance manager	24.8 - 29.7	27.7 - 33.2	30.4 - 36.4
maintenance mechanic	21.9 - 25.3	24.0 - 27.8	26.1 - 30.1
maintenance supervisor	26.4 - 31.6	28.8 - 34.5	31.2 - 37.3
maintenance worker	18.7 - 21.6	20.7 - 23.9	22.5 - 26.0
millwright	23.1 - 27.6	25.8 - 30.9	28.2 - 33.7
production manager	36.4 - 44.1	39.2 - 47.6	42.0 - 51.0
quality control technician	18.0 - 21.5	19.6 - 23.4	21.1 - 25.2
quality control tester	23.5 - 28.1	26.0 - 31.1	28.3 - 33.9
tool and die maker	22.3 - 26.7	24.4 - 29.2	26.4 - 31.6
warehouse supervisor	21.5 - 25.7	23.5 - 28.1	25.4 - 30.4
welder	20.3 - 24.3	22.1 - 26.4	23.7 - 28.3

markham

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.9 - 18.6	17.4 - 20.3	18.7 - 21.9
dispatcher	18.9 - 22.1	20.6 - 24.1	22.1 - 25.8
electronic parts assembler	15.4 - 18.2	16.8 - 19.8	18.0 - 21.3
forklift operator	15.4 - 18.0	17.1 - 20.0	18.7 - 21.7
industrial painter	16.7 - 19.8	18.3 - 21.6	19.7 - 23.3
inventory control clerk	15.8 - 18.3	17.3 - 20.0	18.7 - 21.6
logistics coordinator	19.3 - 22.8	21.1 - 24.9	22.7 - 26.9
machine operator	17.2 - 20.5	18.9 - 22.6	20.5 - 24.5
machine operator assistant	15.6 - 17.9	17.3 - 19.7	18.7 - 21.3
manufacturing worker	15.1 - 17.2	16.4 - 18.8	17.8 - 20.2
material handler	15.1 - 17.6	16.7 - 19.5	18.1 - 21.2
molding machine operator	16.1 - 19.3	17.7 - 21.2	19.2 - 23.0
parts manager	22.9 - 27.4	24.9 - 29.8	26.8 - 32.0
picker/packer	14.8 - 17.1	15.8 - 18.4	16.9 - 19.7
production labourer	14.8 - 16.7	16.4 - 19.0	18.0 - 20.9
sandblasting operator	15.8 - 18.7	17.0 - 20.1	18.2 - 21.5
shipping and receiving clerk	18.1 - 20.6	19.6 - 22.4	21.1 - 24.1
warehouse labourer	15.2 - 17.3	16.9 - 19.2	18.2 - 20.8

skilled trades and industrial management

assembly supervisor	25.0 - 29.9	27.1 - 32.4	29.2 - 34.9
cnc machinist	19.3 - 23.2	21.1 - 25.3	22.8 - 27.3
conventional machinist	18.3 - 22.0	20.2 - 24.2	21.9 - 26.2
electrician	25.6 - 31.0	27.7 - 33.6	29.7 - 36.0
electromechanical technician	25.3 - 30.3	28.5 - 34.1	31.2 - 37.4
electronics technician	24.3 - 29.0	26.5 - 31.8	28.7 - 34.4
field service technician	24.6 - 29.2	27.3 - 32.3	29.7 - 35.1
heavy equipment mechanic	24.8 - 29.7	27.5 - 32.9	29.9 - 35.8
logistics manager	29.6 - 35.9	32.5 - 39.4	35.3 - 42.7
maintenance manager	25.9 - 31.0	29.0 - 34.7	31.8 - 38.0
maintenance mechanic	22.7 - 26.2	24.9 - 28.8	27.0 - 31.2
maintenance supervisor	27.8 - 33.3	30.4 - 36.4	32.8 - 39.4
maintenance worker	19.3 - 22.3	21.4 - 24.7	23.3 - 26.9
millwright	23.9 - 28.6	26.7 - 31.9	29.2 - 34.9
production manager	38.1 - 46.2	41.1 - 49.9	44.0 - 53.4
quality control technician	18.3 - 21.9	19.9 - 23.9	21.5 - 25.7
quality control tester	24.5 - 29.3	27.1 - 32.4	29.5 - 35.3
tool and die maker	23.0 - 27.5	25.2 - 30.1	27.2 - 32.6
warehouse supervisor	22.4 - 26.8	24.5 - 29.3	26.5 - 31.7
welder	20.9 - 25.0	22.7 - 27.2	24.4 - 29.2

ontario

milton

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.3 - 19.0	17.8 - 20.7	19.1 - 22.3
dispatcher	19.0 - 22.2	20.7 - 24.1	22.2 - 25.9
electronic parts assembler	15.8 - 18.6	17.2 - 20.2	18.4 - 21.7
forklift operator	15.8 - 18.4	17.6 - 20.5	19.1 - 22.2
industrial painter	16.9 - 20.0	18.5 - 21.9	20.0 - 23.6
inventory control clerk	15.9 - 18.3	17.4 - 20.1	18.7 - 21.6
logistics coordinator	19.3 - 22.9	21.1 - 25.0	22.8 - 26.9
machine operator	17.6 - 20.9	19.3 - 23.0	20.8 - 24.8
machine operator assistant	15.9 - 18.1	17.5 - 19.9	18.9 - 21.6
manufacturing worker	15.3 - 17.4	16.6 - 19.1	18.0 - 20.6
material handler	15.5 - 18.1	17.2 - 20.0	18.7 - 21.7
molding machine operator	16.2 - 19.4	17.9 - 21.4	19.4 - 23.1
parts manager	23.3 - 27.9	25.4 - 30.3	27.3 - 32.6
picker/packer	14.9 - 17.5	16.2 - 19.0	17.4 - 20.2
production labourer	14.8 - 17.2	16.9 - 19.4	18.6 - 21.3
sandblasting operator	16.0 - 18.9	17.2 - 20.4	18.4 - 21.8
shipping and receiving clerk	18.1 - 20.7	19.7 - 22.5	21.1 - 24.1
warehouse labourer	15.6 - 17.7	17.3 - 19.7	18.7 - 21.2

skilled trades and industrial management

assembly supervisor	24.9 - 29.8	27.0 - 32.3	29.1 - 34.8
cnc machinist	19.5 - 23.3	21.3 - 25.4	22.9 - 27.4
conventional machinist	18.5 - 22.1	20.3 - 24.3	22.0 - 26.3
electrician	25.8 - 31.2	27.9 - 33.8	29.9 - 36.2
electromechanical technician	25.8 - 30.8	29.0 - 34.6	31.7 - 37.8
electronics technician	24.7 - 29.5	27.0 - 32.2	29.2 - 34.8
field service technician	25.1 - 29.6	27.8 - 32.7	30.2 - 35.6
heavy equipment mechanic	25.1 - 30.0	27.7 - 33.2	30.2 - 36.1
logistics manager	30.4 - 36.7	33.3 - 40.3	36.1 - 43.7
maintenance manager	25.9 - 30.9	28.9 - 34.6	31.6 - 37.9
maintenance mechanic	23.0 - 26.5	25.2 - 29.1	27.3 - 31.5
maintenance supervisor	27.7 - 33.1	30.2 - 36.2	32.7 - 39.1
maintenance worker	19.7 - 22.6	21.7 - 25.0	23.6 - 27.2
millwright	24.2 - 29.0	27.0 - 32.3	29.5 - 35.3
production manager	39.0 - 47.3	42.1 - 51.0	45.1 - 54.6
quality control technician	18.5 - 22.2	20.2 - 24.1	21.7 - 26.0
quality control tester	25.0 - 29.8	27.6 - 32.9	30.0 - 35.8
tool and die maker	23.1 - 27.6	25.3 - 30.3	27.4 - 32.7
warehouse supervisor	22.7 - 27.1	24.8 - 29.6	26.8 - 32.0
welder	21.0 - 25.2	22.8 - 27.3	24.5 - 29.3

ontario

mississauga

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.4	17.2 - 20.2	18.6 - 21.8
dispatcher	18.8 - 21.9	20.4 - 23.8	21.9 - 25.6
electronic parts assembler	15.3 - 18.1	16.7 - 19.7	17.9 - 21.2
forklift operator	15.3 - 17.8	16.9 - 19.7	18.3 - 21.4
industrial painter	16.6 - 19.6	18.1 - 21.4	19.6 - 23.1
inventory control clerk	15.7 - 18.1	17.2 - 19.8	18.5 - 21.4
logistics coordinator	19.1 - 22.6	20.9 - 24.7	22.5 - 26.6
machine operator	17.0 - 20.4	18.8 - 22.5	20.3 - 24.4
machine operator assistant	15.5 - 17.7	17.1 - 19.5	18.5 - 21.1
manufacturing worker	14.9 - 17.1	16.3 - 18.7	17.6 - 20.1
material handler	14.9 - 17.4	16.5 - 19.3	17.9 - 20.9
molding machine operator	15.9 - 19.0	17.5 - 20.9	19.0 - 22.7
parts manager	22.5 - 27.0	24.5 - 29.3	26.4 - 31.5
picker/packer	14.8 - 16.9	15.6 - 18.2	16.6 - 19.5
production labourer	14.8 - 16.5	16.2 - 18.7	17.8 - 20.6
sandblasting operator	15.7 - 18.5	16.9 - 19.9	18.1 - 21.3
shipping and receiving clerk	17.9 - 20.4	19.5 - 22.2	20.9 - 23.8
warehouse labourer	14.9 - 17.1	16.6 - 19.0	18.0 - 20.5

skilled trades and industrial management

assembly supervisor	24.2 - 29.0	26.3 - 31.5	28.3 - 33.9
cnc machinist	19.1 - 22.8	20.8 - 24.9	22.5 - 26.9
conventional machinist	18.1 - 21.7	19.9 - 23.8	21.6 - 25.8
electrician	25.2 - 30.5	27.3 - 33.0	29.2 - 35.4
electromechanical technician	25.2 - 30.1	28.3 - 33.9	31.0 - 37.1
electronics technician	24.1 - 28.9	26.4 - 31.6	28.5 - 34.1
field service technician	24.5 - 29.0	27.1 - 32.0	29.5 - 34.9
heavy equipment mechanic	24.7 - 29.5	27.3 - 32.6	29.7 - 35.5
logistics manager	29.0 - 35.1	31.8 - 38.6	34.5 - 41.9
maintenance manager	25.2 - 30.2	28.2 - 33.7	30.9 - 37.0
maintenance mechanic	22.4 - 25.9	24.6 - 28.4	26.7 - 30.8
maintenance supervisor	26.9 - 32.2	29.4 - 35.2	31.8 - 38.1
maintenance worker	19.1 - 22.1	21.2 - 24.4	23.0 - 26.6
millwright	23.6 - 28.3	26.4 - 31.6	28.8 - 34.6
production manager	37.3 - 45.3	40.3 - 48.9	43.2 - 52.5
quality control technician	18.2 - 21.7	19.8 - 23.6	21.3 - 25.5
quality control tester	24.4 - 29.2	26.9 - 32.2	29.3 - 35.1
tool and die maker	22.6 - 27.1	24.8 - 29.6	26.8 - 32.1
warehouse supervisor	22.1 - 26.5	24.2 - 29.0	26.2 - 31.3
welder	20.6 - 24.6	22.4 - 26.8	24.0 - 28.7

nepean-kanata

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.1 - 18.8	17.6 - 20.6	19.0 - 22.2
dispatcher	19.1 - 22.2	20.7 - 24.2	22.2 - 25.9
electronic parts assembler	15.7 - 18.5	17.1 - 20.1	18.3 - 21.6
forklift operator	15.1 - 16.5	16.4 - 17.3	17.2 - 17.8
industrial painter	17.1 - 20.1	18.6 - 22.0	20.1 - 23.7
inventory control clerk	16.0 - 18.4	17.4 - 20.1	18.8 - 21.7
logistics coordinator	19.4 - 22.9	21.2 - 25.0	22.8 - 27.0
machine operator	17.4 - 20.8	19.2 - 22.9	20.7 - 24.8
machine operator assistant	16.0 - 18.2	17.6 - 20.0	19.0 - 21.7
manufacturing worker	15.2 - 15.9	15.8 - 16.9	16.8 - 18.8
material handler	15.3 - 16.0	15.9 - 17.2	17.1 - 19.5
molding machine operator	16.1 - 19.3	17.8 - 21.2	19.2 - 23.0
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	15.1 - 15.9	15.6 - 16.8	16.7 - 19.5
production labourer	15.0 - 15.9	15.4 - 16.8	16.3 - 19.1
sandblasting operator	16.1 - 19.0	17.4 - 20.5	18.6 - 21.9
shipping and receiving clerk	18.2 - 20.7	19.7 - 22.5	21.2 - 24.1
warehouse labourer	15.1 - 15.9	15.6 - 16.8	16.7 - 19.5

skilled trades and industrial management

assembly supervisor	24.7 - 29.6	26.8 - 32.1	28.9 - 34.5
cnc machinist	20.1 - 23.1	23.1 - 25.2	25.1 - 27.2
conventional machinist	18.4 - 22.3	22.2 - 25.5	25.4 - 30.1
electrician	25.7 - 31.1	27.8 - 33.7	29.8 - 36.1
electromechanical technician	24.1 - 30.4	26.1 - 34.3	29.1 - 37.5
electronics technician	24.4 - 29.2	26.7 - 31.9	28.9 - 34.5
field service technician	26.1 - 30.2	30.1 - 35.3	35.1 - 40.1
heavy equipment mechanic	26.1 - 31.4	31.2 - 35.2	35.1 - 40.1
logistics manager	29.6 - 35.9	32.5 - 39.3	35.3 - 42.7
maintenance manager	26.0 - 31.1	29.1 - 34.7	33.8 - 40.8
maintenance mechanic	22.8 - 26.3	25.0 - 28.9	27.1 - 31.3
maintenance supervisor	24.1 - 26.9	26.8 - 30.9	30.8 - 36.1
maintenance worker	19.5 - 22.4	21.5 - 24.8	23.4 - 27.0
millwright	24.0 - 28.7	26.8 - 32.1	29.3 - 35.0
production manager	38.1 - 46.1	41.1 - 49.7	44.0 - 53.2
quality control technician	18.7 - 22.3	20.3 - 24.3	21.9 - 26.1
quality control tester	24.7 - 29.5	27.3 - 32.6	29.7 - 35.5
tool and die maker	22.9 - 27.4	25.1 - 30.0	27.2 - 32.5
warehouse supervisor	22.5 - 26.9	24.6 - 29.4	26.5 - 31.7
welder	20.9 - 25.0	22.7 - 27.1	24.3 - 29.1

niagara falls

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.3 - 17.9	16.7 - 19.5	18.0 - 21.1
dispatcher	18.0 - 21.1	19.6 - 22.9	21.0 - 24.6
electronic parts assembler	15.0 - 17.6	16.2 - 19.1	17.4 - 20.5
forklift operator	15.0 - 16.3	15.5 - 18.0	16.8 - 19.6
industrial painter	16.0 - 18.9	17.5 - 20.7	18.8 - 22.3
inventory control clerk	15.1 - 17.4	16.5 - 19.0	17.8 - 20.5
logistics coordinator	18.3 - 21.7	20.0 - 23.7	21.6 - 25.6
machine operator	16.5 - 19.8	18.2 - 21.8	19.7 - 23.6
machine operator assistant	15.0 - 17.1	16.5 - 18.8	17.8 - 20.3
manufacturing worker	15.0 - 15.5	15.9 - 16.9	16.0 - 18.3
material handler	15.0 - 15.9	15.1 - 17.6	16.4 - 19.1
molding machine operator	15.6 - 18.6	17.1 - 20.5	18.5 - 22.2
parts manager	21.4 - 25.7	23.3 - 27.9	25.1 - 30.0
picker/packer	15.0 - 15.4	15.3 - 16.7	16.3 - 17.8
production labourer	15.0 - 15.1	15.8 - 17.1	16.3 - 18.8
sandblasting operator	15.1 - 17.8	16.3 - 19.2	17.4 - 20.5
shipping and receiving clerk	17.2 - 19.6	18.7 - 21.3	20.1 - 22.9
warehouse labourer	15.0 - 15.6	15.2 - 17.3	16.5 - 18.7

skilled trades and industrial management

assembly supervisor	23.5 - 28.1	25.5 - 30.6	27.4 - 32.9
cnc machinist	18.7 - 22.3	20.4 - 24.4	22.0 - 26.3
conventional machinist	17.7 - 21.2	19.5 - 23.3	21.1 - 25.2
electrician	24.6 - 29.8	26.6 - 32.2	28.5 - 34.6
electromechanical technician	24.0 - 28.7	27.0 - 32.4	29.6 - 35.5
electronics technician	23.0 - 27.5	25.2 - 30.2	27.2 - 32.6
field service technician	23.4 - 27.7	25.9 - 30.6	28.2 - 33.4
heavy equipment mechanic	23.6 - 28.3	26.2 - 31.4	28.5 - 34.2
logistics manager	27.9 - 33.8	30.6 - 37.2	33.2 - 40.4
maintenance manager	24.3 - 29.1	27.1 - 32.5	29.8 - 35.7
maintenance mechanic	21.6 - 24.9	23.7 - 27.4	25.7 - 29.7
maintenance supervisor	26.0 - 31.2	28.5 - 34.2	30.8 - 37.1
maintenance worker	18.4 - 21.2	20.4 - 23.5	22.2 - 25.6
millwright	22.7 - 27.2	25.4 - 30.5	27.8 - 33.3
production manager	36.0 - 43.7	38.8 - 47.2	41.6 - 50.6
quality control technician	17.5 - 20.9	19.0 - 22.8	20.5 - 24.5
quality control tester	23.3 - 27.8	25.7 - 30.8	28.0 - 33.6
tool and die maker	22.1 - 26.5	24.2 - 29.0	26.2 - 31.4
warehouse supervisor	21.2 - 25.4	23.2 - 27.8	25.1 - 30.1
welder	20.2 - 24.1	21.9 - 26.2	23.5 - 28.1

ontario

oakville

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.4 - 19.2	17.9 - 20.9	19.3 - 22.5
dispatcher	19.2 - 22.4	20.9 - 24.4	22.4 - 26.2
electronic parts assembler	15.9 - 18.8	17.3 - 20.5	18.6 - 21.9
forklift operator	15.1 - 17.6	16.7 - 19.5	18.2 - 21.2
industrial painter	17.1 - 20.2	18.7 - 22.1	20.2 - 23.9
inventory control clerk	16.0 - 18.5	17.6 - 20.3	18.9 - 21.9
logistics coordinator	19.5 - 23.1	21.4 - 25.3	23.0 - 27.2
machine operator	17.7 - 21.1	19.5 - 23.2	21.1 - 25.1
machine operator assistant	16.0 - 18.3	17.6 - 20.1	19.1 - 21.8
manufacturing worker	15.0 - 16.6	15.9 - 18.1	17.1 - 19.6
material handler	15.0 - 17.2	16.3 - 19.1	17.7 - 20.7
molding machine operator	16.4 - 19.6	18.1 - 21.6	19.6 - 23.4
parts manager	23.6 - 28.2	25.6 - 30.6	27.6 - 33.0
picker/packer	15.0 - 16.6	15.4 - 18.0	16.5 - 19.3
production labourer	15.0 - 16.3	16.0 - 18.5	17.6 - 20.3
sandblasting operator	16.1 - 19.1	17.4 - 20.6	18.6 - 22.0
shipping and receiving clerk	18.3 - 20.9	19.9 - 22.7	21.4 - 24.4
warehouse labourer	15.0 - 16.9	16.4 - 18.7	17.8 - 20.2

skilled trades and industrial management

assembly supervisor	25.2 - 30.1	27.3 - 32.7	29.4 - 35.1
cnc machinist	19.7 - 23.6	21.5 - 25.7	23.2 - 27.7
conventional machinist	18.7 - 22.4	20.5 - 24.6	22.3 - 26.6
electrician	26.1 - 31.6	28.2 - 34.1	30.2 - 36.6
electromechanical technician	26.1 - 31.1	29.3 - 35.0	32.0 - 38.3
electronics technician	25.0 - 29.8	27.3 - 32.6	29.5 - 35.2
field service technician	25.4 - 30.0	28.1 - 33.1	30.5 - 36.0
heavy equipment mechanic	25.4 - 30.4	28.1 - 33.6	30.5 - 36.5
logistics manager	30.7 - 37.2	33.7 - 40.7	36.5 - 44.2
maintenance manager	26.1 - 31.3	29.2 - 34.9	32.0 - 38.3
maintenance mechanic	23.2 - 26.8	25.5 - 29.4	27.6 - 31.9
maintenance supervisor	28.0 - 33.5	30.6 - 36.6	33.1 - 39.5
maintenance worker	19.9 - 22.9	22.0 - 25.3	23.9 - 27.5
millwright	24.5 - 29.3	27.3 - 32.7	29.8 - 35.7
production manager	39.4 - 47.8	42.6 - 51.6	45.6 - 55.2
quality control technician	18.7 - 22.4	20.4 - 24.4	22.0 - 26.3
quality control tester	25.3 - 30.2	27.9 - 33.3	30.3 - 36.2
tool and die maker	23.4 - 28.0	25.6 - 30.6	27.7 - 33.1
warehouse supervisor	22.9 - 27.4	25.0 - 29.9	27.1 - 32.3
welder	21.3 - 25.5	23.1 - 27.6	24.8 - 29.7

ontario

oshawa-whitby-pickering

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.3 - 19.1	17.8 - 20.8	19.2 - 22.4
dispatcher	19.3 - 22.5	21.0 - 24.5	22.5 - 26.3
electronic parts assembler	15.9 - 18.7	17.3 - 20.4	18.5 - 21.9
forklift operator	15.0 - 17.3	16.5 - 19.2	17.9 - 20.9
industrial painter	17.2 - 20.4	18.8 - 22.3	20.3 - 24.0
inventory control clerk	16.2 - 18.6	17.7 - 20.4	19.1 - 22.0
logistics coordinator	19.7 - 23.2	21.5 - 25.3	23.1 - 27.3
machine operator	17.6 - 21.1	19.4 - 23.2	21.0 - 25.1
machine operator assistant	16.1 - 18.4	17.8 - 20.3	19.2 - 21.9
manufacturing worker	15.6 - 17.7	17.0 - 19.4	18.3 - 20.9
material handler	15.4 - 18.0	17.1 - 19.9	18.6 - 21.6
molding machine operator	16.4 - 19.6	18.0 - 21.5	19.5 - 23.3
parts manager	22.9 - 27.4	24.9 - 29.8	26.8 - 32.1
picker/packer	14.9 - 17.4	16.1 - 18.9	17.3 - 20.1
production labourer	14.8 - 17.1	16.7 - 19.3	18.4 - 21.2
sandblasting operator	16.3 - 19.2	17.5 - 20.7	18.8 - 22.1
shipping and receiving clerk	18.4 - 21.0	20.0 - 22.8	21.5 - 24.5
warehouse labourer	15.5 - 17.6	17.2 - 19.6	18.6 - 21.2

skilled trades and industrial management

assembly supervisor	25.1 - 30.0	27.2 - 32.6	29.3 - 35.0
cnc machinist	19.6 - 23.5	21.4 - 25.6	23.1 - 27.6
conventional machinist	18.6 - 22.3	20.5 - 24.5	22.2 - 26.5
electrician	25.9 - 31.4	28.0 - 33.9	30.0 - 36.4
electromechanical technician	25.9 - 31.0	29.2 - 34.9	31.9 - 38.2
electronics technician	24.9 - 29.7	27.2 - 32.5	29.4 - 35.1
field service technician	25.3 - 29.8	27.9 - 33.0	30.4 - 35.9
heavy equipment mechanic	25.4 - 30.4	28.1 - 33.6	30.6 - 36.6
logistics manager	29.9 - 36.2	32.8 - 39.7	35.6 - 43.1
maintenance manager	26.2 - 31.3	29.2 - 35.0	32.0 - 38.3
maintenance mechanic	23.3 - 26.9	25.6 - 29.6	27.8 - 32.0
maintenance supervisor	28.0 - 33.5	30.6 - 36.6	33.1 - 39.5
maintenance worker	19.9 - 23.0	22.0 - 25.4	24.0 - 27.7
millwright	24.6 - 29.4	27.4 - 32.8	30.0 - 35.8
production manager	38.4 - 46.5	41.4 - 50.2	44.4 - 53.7
quality control technician	18.9 - 22.5	20.5 - 24.5	22.1 - 26.4
quality control tester	25.1 - 30.0	27.8 - 33.2	30.2 - 36.1
tool and die maker	23.3 - 27.8	25.5 - 30.5	27.5 - 32.9
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	21.2 - 25.3	23.0 - 27.5	24.7 - 29.5

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.1 - 18.8	17.6 - 20.6	19.0 - 22.2
dispatcher	19.1 - 22.2	20.7 - 24.2	22.2 - 25.9
electronic parts assembler	15.7 - 18.5	17.1 - 20.1	18.3 - 21.6
forklift operator	15.1 - 16.6	16.5 - 17.6	17.5 - 17.8
industrial painter	17.1 - 20.1	18.6 - 22.0	20.1 - 23.7
inventory control clerk	16.0 - 18.4	17.4 - 20.1	18.8 - 21.7
logistics coordinator	19.4 - 22.9	21.2 - 25.0	22.8 - 27.0
machine operator	17.4 - 20.8	19.2 - 22.9	20.7 - 24.8
machine operator assistant	16.0 - 18.2	17.6 - 20.0	19.0 - 21.7
manufacturing worker	15.1 - 15.9	15.8 - 17.2	17.1 - 19.5
material handler	15.1 - 15.9	15.8 - 17.3	17.1 - 19.5
molding machine operator	16.1 - 19.3	17.8 - 21.2	19.2 - 23.0
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	15.1 - 15.9	15.8 - 17.0	16.9 - 19.5
production labourer	15.1 - 15.8	15.5 - 17.1	16.9 - 19.5
sandblasting operator	16.1 - 19.0	17.4 - 20.5	18.6 - 21.9
shipping and receiving clerk	18.2 - 20.7	19.7 - 22.5	21.2 - 24.1
warehouse labourer	15.0 - 15.7	15.6 - 17.3	16.9 - 18.9

skilled trades and industrial management

assembly supervisor	24.7 - 29.6	26.8 - 32.1	28.9 - 34.5
cnc machinist	19.3 - 23.1	21.1 - 25.2	22.8 - 27.2
conventional machinist	18.4 - 22.0	20.2 - 24.1	21.9 - 26.1
electrician	25.7 - 31.1	27.8 - 33.7	29.8 - 36.1
electromechanical technician	25.5 - 30.4	28.7 - 34.3	31.4 - 37.5
electronics technician	24.4 - 29.2	26.7 - 31.9	28.9 - 34.5
field service technician	24.8 - 29.3	27.4 - 32.4	29.8 - 35.3
heavy equipment mechanic	25.0 - 29.9	27.6 - 33.0	30.0 - 35.9
logistics manager	29.6 - 35.9	32.5 - 39.3	35.3 - 42.7
maintenance manager	26.0 - 31.1	29.1 - 34.7	31.8 - 38.0
maintenance mechanic	22.8 - 26.3	25.0 - 28.9	27.1 - 31.3
maintenance supervisor	27.6 - 33.0	30.2 - 36.1	32.6 - 39.0
maintenance worker	19.5 - 22.4	21.5 - 24.8	23.4 - 27.0
millwright	24.0 - 28.7	26.8 - 32.1	29.3 - 35.0
production manager	38.1 - 46.1	41.1 - 49.7	44.0 - 53.2
quality control technician	18.7 - 22.3	20.3 - 24.3	21.9 - 26.1
quality control tester	24.7 - 29.5	27.3 - 32.6	29.7 - 35.5
tool and die maker	22.9 - 27.4	25.1 - 30.0	27.2 - 32.5
warehouse supervisor	22.5 - 26.9	24.6 - 29.4	26.5 - 31.7
welder	20.9 - 25.0	22.7 - 27.1	24.3 - 29.1

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.7 - 18.3	17.1 - 20.0	18.5 - 21.6
dispatcher	18.9 - 22.0	20.5 - 23.9	22.0 - 25.7
electronic parts assembler	15.3 - 18.0	16.6 - 19.6	17.8 - 21.0
forklift operator	15.7 - 18.2	17.4 - 20.2	18.9 - 22.0
industrial painter	16.9 - 19.9	18.4 - 21.8	19.9 - 23.5
inventory control clerk	15.8 - 18.2	17.3 - 19.9	18.6 - 21.5
logistics coordinator	19.2 - 22.7	20.9 - 24.8	22.6 - 26.7
machine operator	16.9 - 20.2	18.6 - 22.3	20.2 - 24.1
machine operator assistant	15.8 - 18.0	17.4 - 19.8	18.8 - 21.4
manufacturing worker	15.3 - 17.3	16.6 - 18.9	17.9 - 20.4
material handler	15.4 - 17.9	17.0 - 19.8	18.4 - 21.5
molding machine operator	16.3 - 19.5	18.0 - 21.5	19.5 - 23.3
parts manager	22.2 - 26.6	24.1 - 28.9	26.0 - 31.2
picker/packer	14.8 - 17.3	16.1 - 18.8	17.2 - 20.0
production labourer	14.8 - 17.0	16.6 - 19.2	18.3 - 21.1
sandblasting operator	15.9 - 18.8	17.1 - 20.2	18.3 - 21.6
shipping and receiving clerk	18.0 - 20.5	19.5 - 22.3	21.0 - 23.9
warehouse labourer	15.4 - 17.5	17.1 - 19.5	18.4 - 21.0

skilled trades and industrial management

assembly supervisor	24.9 - 29.8	27.0 - 32.3	29.0 - 34.8
cnc machinist	19.6 - 23.4	21.4 - 25.5	23.0 - 27.6
conventional machinist	18.6 - 22.2	20.4 - 24.4	22.1 - 26.4
electrician	25.4 - 30.7	27.4 - 33.2	29.4 - 35.6
electromechanical technician	25.2 - 30.2	28.4 - 34.0	31.1 - 37.2
electronics technician	24.2 - 28.9	26.4 - 31.6	28.6 - 34.2
field service technician	24.6 - 29.0	27.2 - 32.1	29.6 - 34.9
heavy equipment mechanic	24.3 - 29.1	26.9 - 32.3	29.3 - 35.1
logistics manager	29.0 - 35.2	31.9 - 38.6	34.6 - 42.0
maintenance manager	25.5 - 30.5	28.5 - 34.1	31.2 - 37.4
maintenance mechanic	22.7 - 26.2	25.0 - 28.8	27.0 - 31.2
maintenance supervisor	27.1 - 32.5	29.7 - 35.5	32.1 - 38.4
maintenance worker	19.4 - 22.4	21.4 - 24.8	23.3 - 26.9
millwright	24.0 - 28.7	26.7 - 32.0	29.2 - 35.0
production manager	37.4 - 45.4	40.4 - 49.0	43.2 - 52.5
quality control technician	18.4 - 22.0	20.1 - 24.0	21.6 - 25.8
quality control tester	24.4 - 29.2	27.0 - 32.3	29.4 - 35.1
tool and die maker	23.2 - 27.8	25.4 - 30.4	27.5 - 32.9
warehouse supervisor	22.1 - 26.5	24.2 - 28.9	26.2 - 31.3
welder	21.2 - 25.3	22.9 - 27.4	24.6 - 29.5

ontario

scarborough

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.7	17.5 - 20.5	18.9 - 22.1
dispatcher	19.0 - 22.2	20.7 - 24.2	22.2 - 26.0
electronic parts assembler	15.5 - 18.4	16.9 - 20.0	18.2 - 21.5
forklift operator	15.4 - 18.0	17.1 - 20.0	18.7 - 21.8
industrial painter	16.7 - 19.8	18.3 - 21.8	19.8 - 23.5
inventory control clerk	15.8 - 18.3	17.3 - 20.0	18.7 - 21.6
logistics coordinator	19.3 - 22.9	21.1 - 25.0	22.8 - 27.1
machine operator	17.3 - 20.7	19.0 - 22.8	20.6 - 24.8
machine operator assistant	15.6 - 17.9	17.2 - 19.7	18.7 - 21.4
manufacturing worker	14.9 - 17.2	16.4 - 18.8	17.8 - 20.4
material handler	15.1 - 17.7	16.7 - 19.6	18.2 - 21.3
molding machine operator	16.1 - 19.3	17.8 - 21.3	19.3 - 23.2
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	14.8 - 17.1	15.8 - 18.6	16.9 - 19.8
production labourer	14.8 - 16.7	16.4 - 19.0	18.1 - 21.0
sandblasting operator	15.8 - 18.7	17.0 - 20.2	18.2 - 21.6
shipping and receiving clerk	18.1 - 20.7	19.7 - 22.5	21.1 - 24.2
warehouse labourer	15.1 - 17.3	16.9 - 19.3	18.2 - 20.9

skilled trades and industrial management

assembly supervisor	24.7 - 29.7	26.9 - 32.3	29.0 - 34.8
cnc machinist	19.4 - 23.3	21.2 - 25.5	22.9 - 27.5
conventional machinist	18.4 - 22.1	20.3 - 24.3	22.0 - 26.4
electrician	25.8 - 31.3	27.9 - 33.9	30.0 - 36.4
electromechanical technician	25.6 - 30.7	28.9 - 34.6	31.6 - 38.0
electronics technician	24.5 - 29.4	26.9 - 32.2	29.1 - 34.9
field service technician	24.9 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.1 - 30.1	27.8 - 33.3	30.3 - 36.3
logistics manager	30.4 - 36.9	33.4 - 40.5	36.3 - 44.0
maintenance manager	25.9 - 31.1	29.0 - 34.8	31.8 - 38.1
maintenance mechanic	22.8 - 26.4	25.1 - 29.1	27.3 - 31.6
maintenance supervisor	27.7 - 33.2	30.3 - 36.3	32.8 - 39.3
maintenance worker	19.4 - 22.5	21.6 - 24.9	23.5 - 27.2
millwright	24.1 - 28.9	27.0 - 32.4	29.5 - 35.4
production manager	39.2 - 47.6	42.3 - 51.4	45.4 - 55.1
quality control technician	18.3 - 22.1	20.0 - 24.0	21.6 - 25.9
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.9
tool and die maker	23.1 - 27.7	25.4 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	25.0 - 29.9	27.0 - 32.3
welder	21.0 - 25.2	22.8 - 27.4	24.6 - 29.5

ontario

st. catharines

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.5 - 18.1	16.9 - 19.8	18.3 - 21.3
dispatcher	18.3 - 21.3	19.8 - 23.2	21.3 - 24.9
electronic parts assembler	15.1 - 17.8	16.4 - 19.4	17.6 - 20.8
forklift operator	15.0 - 16.5	15.7 - 18.3	17.0 - 19.9
industrial painter	16.2 - 19.1	17.7 - 20.9	19.1 - 22.6
inventory control clerk	15.3 - 17.6	16.7 - 19.3	18.0 - 20.8
logistics coordinator	18.6 - 22.0	20.3 - 24.0	21.9 - 25.9
machine operator	16.8 - 20.0	18.4 - 22.0	20.0 - 23.9
machine operator assistant	15.2 - 17.3	16.7 - 19.0	18.1 - 20.6
manufacturing worker	15.0 - 15.7	15.1 - 17.2	16.2 - 18.5
material handler	15.0 - 16.2	15.3 - 17.9	16.6 - 19.4
molding machine operator	15.8 - 18.9	17.4 - 20.8	18.8 - 22.5
parts manager	21.7 - 26.0	23.6 - 28.2	25.4 - 30.4
picker/packer	15.0 - 15.6	15.5 - 16.9	16.5 - 18.1
production labourer	15.0 - 15.3	15.0 - 17.3	16.5 - 19.0
sandblasting operator	15.3 - 18.1	16.5 - 19.5	17.6 - 20.8
shipping and receiving clerk	17.5 - 19.9	18.9 - 21.6	20.3 - 23.2
warehouse labourer	15.0 - 15.8	15.4 - 17.6	16.7 - 19.0

skilled trades and industrial management

assembly supervisor	23.8 - 28.5	25.8 - 31.0	27.8 - 33.3
cnc machinist	18.9 - 22.6	20.6 - 24.7	22.3 - 26.6
conventional machinist	18.0 - 21.5	19.7 - 23.6	21.4 - 25.5
electrician	24.9 - 30.2	26.9 - 32.6	28.9 - 35.0
electromechanical technician	24.3 - 29.1	27.4 - 32.8	30.0 - 36.0
electronics technician	23.3 - 27.9	25.5 - 30.5	27.6 - 33.0
field service technician	23.7 - 28.0	26.2 - 31.0	28.5 - 33.8
heavy equipment mechanic	23.9 - 28.7	26.5 - 31.8	28.9 - 34.6
logistics manager	28.2 - 34.3	31.0 - 37.6	33.7 - 40.9
maintenance manager	24.6 - 29.4	27.5 - 32.9	30.1 - 36.1
maintenance mechanic	21.8 - 25.2	24.0 - 27.7	26.0 - 30.1
maintenance supervisor	26.4 - 31.6	28.8 - 34.6	31.2 - 37.5
maintenance worker	18.7 - 21.5	20.6 - 23.8	22.4 - 25.9
millwright	23.0 - 27.6	25.7 - 30.8	28.1 - 33.7
production manager	36.4 - 44.2	39.3 - 47.8	42.1 - 51.2
quality control technician	17.7 - 21.2	19.3 - 23.1	20.8 - 24.8
quality control tester	23.6 - 28.2	26.0 - 31.2	28.3 - 34.0
tool and die maker	22.4 - 26.8	24.6 - 29.4	26.5 - 31.8
warehouse supervisor	21.5 - 25.7	23.5 - 28.1	25.4 - 30.4
welder	20.4 - 24.4	22.2 - 26.5	23.8 - 28.5

toronto

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	16.0 - 18.7	17.5 - 20.5	18.9 - 22.1
dispatcher	19.0 - 22.2	20.7 - 24.2	22.2 - 26.0
electronic parts assembler	15.5 - 18.4	16.9 - 20.0	18.2 - 21.5
forklift operator	15.4 - 18.0	17.1 - 20.0	18.7 - 21.8
industrial painter	16.7 - 19.8	18.3 - 21.8	19.8 - 23.5
inventory control clerk	15.8 - 18.3	17.3 - 20.0	18.7 - 21.6
logistics coordinator	19.3 - 22.9	21.1 - 25.0	22.8 - 27.1
machine operator	17.3 - 20.7	19.0 - 22.8	20.6 - 24.8
machine operator assistant	15.6 - 17.9	17.2 - 19.7	18.7 - 21.4
manufacturing worker	14.9 - 17.2	16.4 - 18.8	17.8 - 20.4
material handler	15.1 - 17.7	16.7 - 19.6	18.2 - 21.3
molding machine operator	16.1 - 19.3	17.8 - 21.3	19.3 - 23.2
parts manager	23.1 - 27.6	25.1 - 30.0	27.0 - 32.3
picker/packer	14.8 - 17.1	15.8 - 18.6	16.9 - 19.8
production labourer	14.8 - 16.7	16.4 - 19.0	18.1 - 21.0
sandblasting operator	15.8 - 18.7	17.0 - 20.2	18.2 - 21.6
shipping and receiving clerk	18.1 - 20.7	19.7 - 22.5	21.1 - 24.2
warehouse labourer	15.1 - 17.3	16.9 - 19.3	18.2 - 20.9

skilled trades and industrial management

assembly supervisor	24.7 - 29.7	26.9 - 32.3	29.0 - 34.8
cnc machinist	19.4 - 23.3	21.2 - 25.5	22.9 - 27.5
conventional machinist	18.4 - 22.1	20.3 - 24.3	22.0 - 26.4
electrician	25.8 - 31.3	27.9 - 33.9	30.0 - 36.4
electromechanical technician	25.6 - 30.7	28.9 - 34.6	31.6 - 38.0
electronics technician	24.5 - 29.4	26.9 - 32.2	29.1 - 34.9
field service technician	24.9 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.1 - 30.1	27.8 - 33.3	30.3 - 36.3
logistics manager	30.4 - 36.9	33.4 - 40.5	36.3 - 44.0
maintenance manager	25.9 - 31.1	29.0 - 34.8	31.8 - 38.1
maintenance mechanic	22.8 - 26.4	25.1 - 29.1	27.3 - 31.6
maintenance supervisor	27.7 - 33.2	30.3 - 36.3	32.8 - 39.3
maintenance worker	19.4 - 22.5	21.6 - 24.9	23.5 - 27.2
millwright	24.1 - 28.9	27.0 - 32.4	29.5 - 35.4
production manager	39.2 - 47.6	42.3 - 51.4	45.4 - 55.1
quality control technician	18.3 - 22.1	20.0 - 24.0	21.6 - 25.9
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.9
tool and die maker	23.1 - 27.7	25.4 - 30.4	27.5 - 32.9
warehouse supervisor	22.8 - 27.3	25.0 - 29.9	27.0 - 32.3
welder	21.0 - 25.2	22.8 - 27.4	24.6 - 29.5

vaughan-concord

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.8 - 18.4	17.3 - 20.2	18.6 - 21.7
dispatcher	18.8 - 22.0	20.5 - 23.9	22.0 - 25.7
electronic parts assembler	15.3 - 18.1	16.7 - 19.7	17.9 - 21.2
forklift operator	15.4 - 17.9	17.1 - 19.9	18.6 - 21.6
industrial painter	16.6 - 19.7	18.2 - 21.5	19.6 - 23.2
inventory control clerk	15.8 - 18.2	17.2 - 19.9	18.6 - 21.4
logistics coordinator	19.2 - 22.7	20.9 - 24.7	22.6 - 26.7
machine operator	17.1 - 20.4	18.8 - 22.4	20.3 - 24.3
machine operator assistant	15.6 - 17.8	17.2 - 19.6	18.6 - 21.2
manufacturing worker	14.9 - 17.1	16.4 - 18.7	17.7 - 20.1
material handler	15.1 - 17.5	16.6 - 19.4	18.0 - 21.1
molding machine operator	16.0 - 19.2	17.6 - 21.1	19.1 - 22.8
parts manager	22.7 - 27.2	24.7 - 29.6	26.6 - 31.8
picker/packer	14.8 - 17.0	15.7 - 18.3	16.9 - 19.6
production labourer	14.8 - 16.6	16.3 - 18.9	17.9 - 20.7
sandblasting operator	15.7 - 18.6	16.9 - 20.0	18.1 - 21.4
shipping and receiving clerk	18.0 - 20.5	19.5 - 22.3	21.0 - 23.9
warehouse labourer	15.1 - 17.2	16.7 - 19.1	18.1 - 20.7

skilled trades and industrial management

assembly supervisor	24.8 - 29.7	26.9 - 32.2	29.0 - 34.7
cnc machinist	19.2 - 23.0	21.0 - 25.1	22.6 - 27.1
conventional machinist	18.2 - 21.8	20.0 - 24.0	21.7 - 26.0
electrician	25.4 - 30.8	27.5 - 33.3	29.5 - 35.8
electromechanical technician	25.1 - 30.1	28.3 - 33.9	31.0 - 37.1
electronics technician	24.1 - 28.8	26.3 - 31.5	28.5 - 34.1
field service technician	24.5 - 28.9	27.1 - 32.0	29.5 - 34.9
heavy equipment mechanic	24.7 - 29.5	27.3 - 32.7	29.7 - 35.6
logistics manager	29.4 - 35.6	32.3 - 39.1	35.0 - 42.4
maintenance manager	25.8 - 30.8	28.8 - 34.5	31.5 - 37.8
maintenance mechanic	22.5 - 26.0	24.7 - 28.6	26.8 - 30.9
maintenance supervisor	27.6 - 33.0	30.2 - 36.1	32.6 - 39.1
maintenance worker	19.2 - 22.2	21.3 - 24.5	23.1 - 26.7
millwright	23.7 - 28.4	26.5 - 31.7	29.0 - 34.7
production manager	37.8 - 45.9	40.8 - 49.5	43.7 - 53.1
quality control technician	18.2 - 21.8	19.8 - 23.7	21.3 - 25.5
quality control tester	24.3 - 29.1	26.9 - 32.2	29.3 - 35.1
tool and die maker	22.8 - 27.3	25.0 - 29.9	27.0 - 32.3
warehouse supervisor	22.2 - 26.6	24.3 - 29.1	26.3 - 31.5
welder	20.8 - 24.9	22.5 - 27.0	24.2 - 29.0

ontario

windsor

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.7 - 18.4	17.2 - 20.1	18.5 - 21.6
dispatcher	18.4 - 21.6	20.1 - 23.5	21.5 - 25.2
electronic parts assembler	15.3 - 18.0	16.6 - 19.6	17.8 - 21.1
forklift operator	15.4 - 17.9	17.0 - 19.8	18.4 - 21.6
industrial painter	16.6 - 19.6	18.2 - 21.5	19.6 - 23.1
inventory control clerk	15.4 - 17.8	16.9 - 19.5	18.2 - 21.0
logistics coordinator	18.8 - 22.2	20.5 - 24.3	22.1 - 26.2
machine operator	17.0 - 20.3	18.7 - 22.4	20.2 - 24.2
machine operator assistant	15.6 - 17.7	17.1 - 19.5	18.5 - 21.1
manufacturing worker	14.9 - 17.1	16.3 - 18.7	17.6 - 20.1
material handler	15.1 - 17.5	16.6 - 19.4	18.0 - 21.1
molding machine operator	16.1 - 19.2	17.7 - 21.2	19.2 - 22.9
parts manager	22.0 - 26.3	23.9 - 28.6	25.7 - 30.8
picker/packer	14.8 - 17.0	15.7 - 18.3	16.7 - 19.6
production labourer	14.8 - 16.6	16.3 - 18.8	17.9 - 20.7
sandblasting operator	15.7 - 18.5	16.9 - 20.0	18.1 - 21.3
shipping and receiving clerk	17.6 - 20.1	19.1 - 21.8	20.5 - 23.5
warehouse labourer	15.1 - 17.2	16.7 - 19.1	18.1 - 20.7

skilled trades and industrial management

assembly supervisor	23.9 - 28.7	26.0 - 31.1	28.0 - 33.5
cnc machinist	19.3 - 23.0	21.0 - 25.1	22.7 - 27.1
conventional machinist	18.3 - 21.9	20.1 - 24.0	21.8 - 26.0
electrician	24.8 - 30.1	26.9 - 32.6	28.8 - 34.9
electromechanical technician	24.6 - 29.4	27.7 - 33.2	30.3 - 36.4
electronics technician	23.5 - 28.2	25.8 - 30.9	27.9 - 33.4
field service technician	23.9 - 28.3	26.5 - 31.3	28.8 - 34.1
heavy equipment mechanic	24.2 - 28.9	26.7 - 32.1	29.1 - 34.9
logistics manager	28.6 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance manager	25.1 - 30.1	28.1 - 33.6	30.7 - 36.8
maintenance mechanic	22.4 - 25.8	24.6 - 28.4	26.6 - 30.8
maintenance supervisor	26.9 - 32.2	29.4 - 35.2	31.8 - 38.1
maintenance worker	19.1 - 22.0	21.1 - 24.4	23.0 - 26.5
millwright	23.6 - 28.2	26.3 - 31.5	28.8 - 34.4
production manager	36.8 - 44.6	39.7 - 48.2	42.5 - 51.7
quality control technician	18.2 - 21.7	19.8 - 23.6	21.3 - 25.5
quality control tester	23.8 - 28.5	26.3 - 31.5	28.6 - 34.3
tool and die maker	22.9 - 27.3	25.0 - 29.9	27.0 - 32.3
warehouse supervisor	21.9 - 26.2	23.9 - 28.7	25.9 - 31.0
welder	20.8 - 24.9	22.6 - 27.0	24.3 - 29.0

ontario

woodstock

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.5 - 18.1	16.9 - 19.7	18.2 - 21.2
dispatcher	18.2 - 21.2	19.7 - 23.1	21.2 - 24.7
electronic parts assembler	15.1 - 17.7	16.4 - 19.3	17.5 - 20.7
forklift operator	16.0 - 16.6	16.4 - 18.4	17.1 - 20.0
industrial painter	16.3 - 19.2	17.8 - 21.0	19.1 - 22.6
inventory control clerk	15.3 - 17.6	16.7 - 19.2	17.9 - 20.7
logistics coordinator	18.5 - 21.9	20.2 - 23.8	21.8 - 25.7
machine operator	16.7 - 19.9	18.4 - 21.9	19.9 - 23.7
machine operator assistant	15.3 - 17.3	16.8 - 19.1	18.1 - 20.6
manufacturing worker	15.5 - 15.8	15.7 - 17.2	16.3 - 18.6
material handler	16.0 - 16.5	16.4 - 18.0	17.0 - 19.5
molding machine operator	15.5 - 18.5	17.0 - 20.3	18.4 - 22.0
parts manager	21.5 - 25.7	23.4 - 28.0	25.2 - 30.1
picker/packer	15.4 - 15.8	15.7 - 17.0	16.1 - 18.2
production labourer	15.5 - 15.9	15.8 - 17.4	16.6 - 19.1
sandblasting operator	15.4 - 18.1	16.5 - 19.5	17.7 - 20.9
shipping and receiving clerk	17.4 - 19.8	18.8 - 21.5	20.2 - 23.0
warehouse labourer	15.6 - 16.1	16.0 - 17.7	16.8 - 19.1

skilled trades and industrial management

assembly supervisor	23.7 - 28.3	25.7 - 30.7	27.6 - 33.0
cnc machinist	18.5 - 22.1	20.2 - 24.1	21.8 - 26.0
conventional machinist	17.6 - 21.0	19.3 - 23.1	20.9 - 25.0
electrician	24.3 - 29.4	26.3 - 31.9	28.2 - 34.2
electromechanical technician	24.3 - 29.0	27.3 - 32.7	29.9 - 35.8
electronics technician	23.3 - 27.8	25.4 - 30.4	27.5 - 32.9
field service technician	23.6 - 27.9	26.1 - 30.9	28.4 - 33.6
heavy equipment mechanic	23.9 - 28.6	26.4 - 31.6	28.7 - 34.4
logistics manager	28.0 - 33.9	30.7 - 37.2	33.3 - 40.5
maintenance manager	24.8 - 29.7	27.7 - 33.1	30.4 - 36.3
maintenance mechanic	21.8 - 25.2	24.0 - 27.7	26.0 - 30.0
maintenance supervisor	26.0 - 31.2	28.5 - 34.1	30.8 - 36.9
maintenance worker	18.6 - 21.5	20.6 - 23.8	22.4 - 25.9
millwright	23.0 - 27.5	25.7 - 30.7	28.1 - 33.6
production manager	36.0 - 43.8	38.9 - 47.3	41.7 - 50.7
quality control technician	17.8 - 21.2	19.3 - 23.1	20.8 - 24.9
quality control tester	23.5 - 28.1	26.0 - 31.1	28.3 - 33.8
tool and die maker	21.9 - 26.2	24.0 - 28.7	26.0 - 31.1
warehouse supervisor	21.2 - 25.3	23.1 - 27.7	25.0 - 29.9
welder	20.0 - 23.9	21.7 - 25.9	23.3 - 27.9

québec

drummondville

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.2 - 16.6	15.6 - 18.2	16.8 - 19.7
dispatcher	16.9 - 19.7	18.3 - 21.5	19.7 - 23.1
electronic parts assembler	13.8 - 16.3	15.0 - 17.8	16.2 - 19.1
forklift operator	13.0 - 15.2	14.5 - 16.9	15.7 - 18.4
industrial painter	15.0 - 17.8	16.4 - 19.5	17.8 - 21.1
inventory control clerk	14.1 - 16.3	15.4 - 17.8	16.6 - 19.2
logistics coordinator	17.2 - 20.3	18.8 - 22.3	20.3 - 24.1
machine operator	15.4 - 18.4	16.9 - 20.3	18.4 - 22.1
machine operator assistant	14.1 - 16.0	15.5 - 17.7	16.8 - 19.2
manufacturing worker	12.8 - 14.6	13.9 - 15.9	15.0 - 17.2
material handler	12.8 - 14.9	14.1 - 16.5	15.4 - 18.0
molding machine operator	14.3 - 17.1	15.8 - 18.9	17.1 - 20.5
parts manager	20.1 - 24.2	21.9 - 26.3	23.6 - 28.4
picker/packer	12.3 - 14.4	13.4 - 15.6	14.3 - 16.7
production labourer	12.3 - 14.1	13.9 - 16.0	15.3 - 17.6
sandblasting operator	14.2 - 16.8	15.3 - 18.1	16.4 - 19.4
shipping and receiving clerk	16.1 - 18.4	17.5 - 20.0	18.8 - 21.5
warehouse labourer	12.8 - 14.6	14.2 - 16.3	15.4 - 17.6

skilled trades and industrial management

assembly supervisor	22.0 - 26.5	23.9 - 28.8	25.8 - 31.0
cnc machinist	17.2 - 20.6	18.8 - 22.5	20.3 - 24.3
conventional machinist	16.3 - 19.6	17.9 - 21.5	19.5 - 23.3
electrician	23.1 - 28.1	25.0 - 30.5	26.9 - 32.7
electromechanical technician	22.7 - 27.3	25.6 - 30.8	28.1 - 33.8
electronics technician	21.7 - 26.1	23.8 - 28.6	25.8 - 31.0
field service technician	22.1 - 26.2	24.5 - 29.1	26.7 - 31.7
heavy equipment mechanic	22.1 - 26.5	24.5 - 29.4	26.7 - 32.1
logistics manager	26.3 - 32.1	29.0 - 35.3	31.5 - 38.4
maintenance manager	23.1 - 27.8	25.9 - 31.1	28.4 - 34.2
maintenance mechanic	20.2 - 23.4	22.3 - 25.8	24.2 - 28.0
maintenance supervisor	24.7 - 29.8	27.1 - 32.6	29.4 - 35.4
maintenance worker	17.2 - 19.9	19.1 - 22.1	20.8 - 24.1
millwright	21.3 - 25.6	23.9 - 28.7	26.2 - 31.5
production manager	34.1 - 41.7	36.9 - 45.1	39.7 - 48.5
quality control technician	16.5 - 19.8	17.9 - 21.6	19.4 - 23.3
quality control tester	21.9 - 26.4	24.3 - 29.2	26.5 - 31.9
tool and die maker	20.5 - 24.5	22.4 - 26.9	24.3 - 29.2
warehouse supervisor	20.2 - 24.3	22.2 - 26.6	24.0 - 28.8
welder	18.6 - 22.3	20.2 - 24.3	21.7 - 26.1

québec

gatineau

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.1 - 17.7	16.5 - 19.3	17.8 - 20.8
dispatcher	17.9 - 20.9	19.5 - 22.7	20.9 - 24.4
electronic parts assembler	14.7 - 17.4	16.0 - 18.9	17.2 - 20.2
forklift operator	13.9 - 16.2	15.4 - 17.9	16.7 - 19.5
industrial painter	16.0 - 18.9	17.5 - 20.7	18.8 - 22.3
inventory control clerk	15.0 - 17.3	16.4 - 18.9	17.7 - 20.4
logistics coordinator	18.2 - 21.5	19.9 - 23.5	21.5 - 25.4
machine operator	16.3 - 19.5	18.0 - 21.5	19.4 - 23.2
machine operator assistant	15.0 - 17.0	16.5 - 18.8	17.8 - 20.4
manufacturing worker	13.6 - 15.5	14.8 - 16.9	16.0 - 18.3
material handler	13.6 - 15.8	15.0 - 17.5	16.3 - 19.0
molding machine operator	15.3 - 18.3	16.9 - 20.2	18.3 - 21.8
parts manager	21.4 - 25.6	23.3 - 27.9	25.0 - 30.0
picker/packer	13.1 - 15.3	14.2 - 16.6	15.2 - 17.7
production labourer	13.0 - 15.0	14.7 - 17.0	16.2 - 18.7
sandblasting operator	15.1 - 17.8	16.2 - 19.2	17.4 - 20.6
shipping and receiving clerk	17.1 - 19.5	18.5 - 21.1	19.9 - 22.7
warehouse labourer	13.6 - 15.5	15.1 - 17.2	16.3 - 18.6

skilled trades and industrial management

assembly supervisor	23.4 - 28.0	25.4 - 30.4	27.3 - 32.8
cnc machinist	18.4 - 22.0	20.1 - 24.0	21.6 - 25.9
conventional machinist	17.5 - 20.9	19.2 - 22.9	20.8 - 24.8
electrician	24.2 - 29.4	26.2 - 31.8	28.2 - 34.2
electromechanical technician	24.2 - 29.0	27.3 - 32.6	29.8 - 35.8
electronics technician	23.2 - 27.8	25.4 - 30.4	27.4 - 32.9
field service technician	23.6 - 27.9	26.1 - 30.8	28.4 - 33.6
heavy equipment mechanic	23.5 - 28.1	26.0 - 31.1	28.3 - 33.9
logistics manager	27.9 - 33.9	30.7 - 37.3	33.3 - 40.5
maintenance manager	24.3 - 29.1	27.1 - 32.6	29.8 - 35.7
maintenance mechanic	21.5 - 24.8	23.6 - 27.3	25.6 - 29.6
maintenance supervisor	26.0 - 31.1	28.4 - 34.1	30.7 - 36.9
maintenance worker	18.3 - 21.2	20.3 - 23.4	22.1 - 25.5
millwright	22.7 - 27.2	25.3 - 30.4	27.7 - 33.2
production manager	36.0 - 43.9	38.9 - 47.4	41.8 - 50.8
quality control technician	17.5 - 20.9	19.0 - 22.8	20.5 - 24.6
quality control tester	23.4 - 28.1	25.9 - 31.0	28.2 - 33.8
tool and die maker	21.8 - 26.1	23.9 - 28.6	25.8 - 31.0
warehouse supervisor	21.1 - 25.3	23.1 - 27.7	25.0 - 29.9
welder	19.9 - 23.7	21.5 - 25.8	23.1 - 27.7

québec granby

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.5 - 17.0	15.9 - 18.6	17.2 - 20.1
dispatcher	17.1 - 20.0	18.6 - 21.8	20.0 - 23.5
electronic parts assembler	14.1 - 16.7	15.4 - 18.2	16.5 - 19.5
forklift operator	13.2 - 15.4	14.6 - 17.1	15.9 - 18.6
industrial painter	15.3 - 18.1	16.7 - 19.8	18.1 - 21.4
inventory control clerk	14.3 - 16.5	15.7 - 18.1	16.9 - 19.5
logistics coordinator	17.4 - 20.7	19.1 - 22.6	20.6 - 24.4
machine operator	15.7 - 18.8	17.3 - 20.7	18.7 - 22.5
machine operator assistant	14.3 - 16.3	15.8 - 18.0	17.1 - 19.5
manufacturing worker	13.0 - 14.8	14.2 - 16.2	15.3 - 17.5
material handler	12.9 - 15.1	14.3 - 16.7	15.5 - 18.1
molding machine operator	14.8 - 17.7	16.3 - 19.5	17.6 - 21.1
parts manager	20.4 - 24.5	22.2 - 26.6	23.9 - 28.7
picker/packer	12.5 - 14.6	13.5 - 15.8	14.5 - 16.9
production labourer	12.4 - 14.3	14.0 - 16.2	15.4 - 17.8
sandblasting operator	14.4 - 17.1	15.5 - 18.4	16.6 - 19.7
shipping and receiving clerk	16.4 - 18.7	17.8 - 20.3	19.1 - 21.8
warehouse labourer	13.0 - 14.8	14.4 - 16.4	15.6 - 17.8

skilled trades and industrial management

assembly supervisor	22.4 - 26.9	24.4 - 29.3	26.3 - 31.5
cnc machinist	17.7 - 21.3	19.4 - 23.2	20.9 - 25.1
conventional machinist	16.8 - 20.2	18.5 - 22.2	20.1 - 24.1
electrician	23.2 - 28.1	25.1 - 30.5	26.9 - 32.8
electromechanical technician	22.9 - 27.6	25.9 - 31.1	28.4 - 34.2
electronics technician	22.0 - 26.4	24.1 - 28.9	26.1 - 31.3
field service technician	22.3 - 26.5	24.8 - 29.4	27.0 - 32.1
heavy equipment mechanic	22.6 - 27.1	25.0 - 30.1	27.3 - 32.8
logistics manager	26.7 - 32.5	29.4 - 35.8	31.9 - 39.0
maintenance manager	23.5 - 28.1	26.2 - 31.5	28.8 - 34.6
maintenance mechanic	20.5 - 23.7	22.6 - 26.1	24.5 - 28.4
maintenance supervisor	25.1 - 30.1	27.4 - 33.0	29.7 - 35.7
maintenance worker	17.5 - 20.2	19.4 - 22.4	21.1 - 24.4
millwright	21.7 - 26.0	24.2 - 29.1	26.5 - 31.9
production manager	34.6 - 42.2	37.4 - 45.7	40.2 - 49.1
quality control technician	16.7 - 20.1	18.2 - 21.9	19.7 - 23.6
quality control tester	22.2 - 26.7	24.6 - 29.5	26.8 - 32.2
tool and die maker	21.1 - 25.3	23.1 - 27.7	25.0 - 30.0
warehouse supervisor	20.4 - 24.5	22.4 - 26.8	24.2 - 29.0
welder	19.2 - 23.0	20.8 - 25.0	22.4 - 26.8

québec laval

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.8 - 17.4	16.2 - 19.0	17.5 - 20.5
dispatcher	17.7 - 20.7	19.2 - 22.5	20.7 - 24.2
electronic parts assembler	14.4 - 17.0	15.7 - 18.6	16.8 - 19.9
forklift operator	15.0 - 17.7	17.5 - 19.8	20.0 - 20.5
industrial painter	15.6 - 18.5	17.1 - 20.2	18.4 - 21.8
inventory control clerk	14.8 - 17.1	16.2 - 18.7	17.5 - 20.2
logistics coordinator	18.0 - 21.3	19.7 - 23.3	21.3 - 25.2
machine operator	16.0 - 19.2	17.7 - 21.2	19.1 - 23.0
machine operator assistant	14.6 - 16.7	16.1 - 18.4	17.4 - 19.9
manufacturing worker	13.9 - 15.1	14.5 - 16.5	15.6 - 17.9
material handler	13.9 - 15.6	14.8 - 17.3	16.0 - 18.8
molding machine operator	15.0 - 17.9	16.5 - 19.7	17.9 - 21.4
parts manager	21.3 - 25.6	23.2 - 27.8	25.0 - 30.0
picker/packer	13.5 - 15.1	14.0 - 16.3	14.9 - 17.4
production labourer	14.0 - 14.9	15.1 - 16.7	16.0 - 18.4
sandblasting operator	14.7 - 17.4	15.9 - 18.8	17.0 - 20.1
shipping and receiving clerk	16.9 - 19.3	18.3 - 21.0	19.7 - 22.5
warehouse labourer	14.0 - 15.2	15.1 - 17.0	16.1 - 18.4

skilled trades and industrial management

assembly supervisor	22.9 - 27.5	24.9 - 29.9	26.8 - 32.2
cnc machinist	18.0 - 21.5	19.6 - 23.5	21.2 - 25.4
conventional machinist	17.0 - 20.4	18.7 - 22.5	20.3 - 24.4
electrician	23.9 - 29.0	25.9 - 31.4	27.8 - 33.7
electromechanical technician	23.7 - 28.4	26.7 - 32.0	29.2 - 35.1
electronics technician	22.7 - 27.2	24.8 - 29.8	26.9 - 32.2
field service technician	23.0 - 27.3	25.5 - 30.2	27.8 - 32.9
heavy equipment mechanic	23.2 - 27.8	25.7 - 30.8	28.0 - 33.6
logistics manager	27.9 - 33.9	30.7 - 37.2	33.3 - 40.5
maintenance manager	24.2 - 29.0	27.1 - 32.5	29.7 - 35.6
maintenance mechanic	21.1 - 24.4	23.3 - 26.9	25.2 - 29.2
maintenance supervisor	25.8 - 30.9	28.2 - 33.9	30.5 - 36.7
maintenance worker	18.0 - 20.8	19.9 - 23.1	21.7 - 25.1
millwright	22.3 - 26.8	24.9 - 29.9	27.3 - 32.7
production manager	36.0 - 43.8	38.9 - 47.3	41.7 - 50.8
quality control technician	17.1 - 20.5	18.6 - 22.3	20.1 - 24.1
quality control tester	22.9 - 27.5	25.3 - 30.4	27.6 - 33.1
tool and die maker	21.4 - 25.6	23.4 - 28.1	25.4 - 30.4
warehouse supervisor	21.1 - 25.3	23.1 - 27.7	25.0 - 30.0
welder	19.4 - 23.3	21.1 - 25.3	22.7 - 27.2

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.2 - 16.6	15.5 - 18.1	16.7 - 19.5
dispatcher	16.9 - 19.8	18.4 - 21.5	19.8 - 23.1
electronic parts assembler	13.8 - 16.3	15.0 - 17.7	16.1 - 19.0
forklift operator	15.0 - 16.5	16.0 - 18.0	17.0 - 20.1
industrial painter	15.0 - 17.7	16.4 - 19.4	17.7 - 20.9
inventory control clerk	14.2 - 16.3	15.5 - 17.9	16.7 - 19.3
logistics coordinator	17.2 - 20.4	18.8 - 22.3	20.3 - 24.1
machine operator	16.1 - 18.3	16.9 - 20.2	18.2 - 21.8
machine operator assistant	14.1 - 16.0	15.5 - 17.2	16.7 - 19.4
manufacturing worker	14.0 - 15.8	15.4 - 17.4	16.6 - 18.7
material handler	14.0 - 15.8	15.4 - 17.4	16.6 - 18.7
molding machine operator	16.0 - 17.9	17.0 - 19.2	18.2 - 20.8
parts manager	20.2 - 24.2	21.9 - 26.3	23.6 - 28.4
picker/packer	14.0 - 15.8	15.4 - 17.4	16.6 - 18.7
production labourer	13.0 - 14.8	14.2 - 16.3	16.2 - 18.9
sandblasting operator	14.2 - 16.7	15.3 - 18.0	16.3 - 19.3
shipping and receiving clerk	16.2 - 18.4	17.5 - 20.0	18.8 - 21.5
warehouse labourer	14.0 - 15.8	15.4 - 17.4	16.6 - 18.7

skilled trades and industrial management

assembly supervisor	22.0 - 26.4	23.9 - 28.8	25.8 - 31.0
cnc machinist	17.5 - 20.9	19.1 - 22.9	20.6 - 24.7
conventional machinist	16.6 - 19.8	18.2 - 21.8	19.7 - 23.7
electrician	22.9 - 27.9	24.8 - 30.2	26.7 - 32.5
electromechanical technician	22.5 - 27.0	25.4 - 30.5	27.8 - 33.4
electronics technician	21.6 - 25.9	23.6 - 28.3	25.6 - 30.7
field service technician	21.9 - 26.0	24.3 - 28.8	26.4 - 31.4
heavy equipment mechanic	22.3 - 26.8	24.7 - 29.7	26.9 - 32.4
logistics manager	26.3 - 32.0	28.9 - 35.2	31.5 - 38.4
maintenance manager	23.1 - 27.7	25.9 - 31.0	28.4 - 34.1
maintenance mechanic	20.2 - 23.3	22.2 - 25.7	24.1 - 27.9
maintenance supervisor	24.6 - 29.6	27.0 - 32.4	29.2 - 35.2
maintenance worker	17.2 - 19.9	19.1 - 22.0	20.7 - 24.0
millwright	21.3 - 25.6	23.8 - 28.6	26.1 - 31.3
production manager	34.1 - 41.6	36.9 - 45.0	39.6 - 48.4
quality control technician	16.4 - 19.6	17.8 - 21.4	19.2 - 23.1
quality control tester	21.8 - 26.1	24.1 - 28.9	26.3 - 31.6
tool and die maker	20.7 - 24.9	22.7 - 27.3	24.6 - 29.5
warehouse supervisor	20.1 - 24.1	22.0 - 26.4	23.8 - 28.6
welder	18.9 - 22.6	20.5 - 24.6	22.0 - 26.4

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.9 - 17.5	16.3 - 19.1	17.6 - 20.6
dispatcher	17.7 - 20.8	19.3 - 22.6	20.7 - 24.3
electronic parts assembler	14.5 - 17.2	15.8 - 18.7	17.0 - 20.1
forklift operator	13.7 - 16.0	15.2 - 17.8	16.6 - 19.4
industrial painter	15.7 - 18.6	17.2 - 20.4	18.6 - 22.0
inventory control clerk	14.8 - 17.1	16.2 - 18.7	17.5 - 20.2
logistics coordinator	18.1 - 21.4	19.7 - 23.4	21.3 - 25.2
machine operator	16.1 - 19.4	17.8 - 21.3	19.3 - 23.1
machine operator assistant	14.7 - 16.8	16.2 - 18.5	17.5 - 20.0
manufacturing worker	13.3 - 15.2	14.6 - 16.6	15.7 - 18.0
material handler	13.4 - 15.7	14.9 - 17.4	16.2 - 18.9
molding machine operator	15.2 - 18.2	16.8 - 20.1	18.2 - 21.8
parts manager	21.3 - 25.5	23.1 - 27.7	24.9 - 29.9
picker/packer	13.0 - 15.2	14.1 - 16.5	15.0 - 17.6
production labourer	12.9 - 14.9	14.6 - 16.9	16.1 - 18.6
sandblasting operator	14.8 - 17.5	16.0 - 18.9	17.1 - 20.2
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.0	19.8 - 22.6
warehouse labourer	13.5 - 15.4	15.0 - 17.1	16.2 - 18.5

skilled trades and industrial management

assembly supervisor	26.4 - 28.8	28.8 - 31.3	31.3 - 38.5
cnc machinist	18.3 - 21.9	20.0 - 24.0	21.6 - 25.9
conventional machinist	18.3 - 21.9	20.0 - 24.0	21.6 - 24.9
electrician	24.4 - 29.5	26.4 - 32.0	29.3 - 35.6
electromechanical technician	24.1 - 27.3	27.2 - 32.5	29.9 - 34.3
electronics technician	25.0 - 27.7	27.0 - 31.1	29.3 - 35.6
field service technician	23.5 - 27.8	26.0 - 30.8	28.3 - 33.5
heavy equipment mechanic	25.0 - 28.0	28.0 - 31.0	30.0 - 36.0
logistics manager	24.0 - 26.5	26.4 - 31.5	31.9 - 36.0
maintenance manager	28.8 - 31.5	31.3 - 33.8	33.7 - 45.7
maintenance mechanic	21.5 - 24.9	23.7 - 27.4	25.7 - 29.7
maintenance supervisor	26.4 - 27.4	27.9 - 28.8	28.0 - 36.0
maintenance worker	18.0 - 20.8	19.9 - 23.1	21.7 - 25.1
millwright	25.0 - 28.0	28.0 - 31.0	30.0 - 36.0
production manager	36.2 - 44.0	39.1 - 47.5	41.9 - 50.9
quality control technician	17.2 - 20.6	18.7 - 22.5	20.2 - 25.3
quality control tester	23.3 - 28.0	25.8 - 30.9	28.1 - 33.7
tool and die maker	21.8 - 26.1	23.9 - 28.6	25.8 - 31.0
warehouse supervisor	21.0 - 25.2	23.0 - 27.6	24.9 - 29.8
welder	19.8 - 23.7	21.5 - 25.8	23.1 - 28.6

québec

montréal

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.0 - 17.5	16.4 - 19.2	17.7 - 20.7
dispatcher	17.9 - 20.9	19.5 - 22.8	20.9 - 24.5
electronic parts assembler	14.5 - 17.2	15.8 - 18.8	17.0 - 20.2
forklift operator	13.7 - 16.1	15.2 - 17.8	16.6 - 19.4
industrial painter	15.8 - 18.7	17.3 - 20.5	18.6 - 22.1
inventory control clerk	14.9 - 17.3	16.3 - 18.9	17.6 - 20.4
logistics coordinator	19.0 - 21.6	19.9 - 23.6	21.5 - 25.5
machine operator	16.2 - 19.4	17.8 - 21.4	19.4 - 23.2
machine operator assistant	14.7 - 16.8	16.3 - 18.6	17.6 - 20.1
manufacturing worker	13.4 - 15.3	14.6 - 16.7	15.8 - 18.0
material handler	13.4 - 15.7	14.9 - 17.4	16.2 - 19.0
molding machine operator	15.1 - 18.1	16.6 - 20.0	18.0 - 21.7
parts manager	21.6 - 25.9	23.5 - 28.2	25.3 - 30.4
picker/packer	13.0 - 15.2	14.1 - 16.5	15.0 - 17.6
production labourer	12.9 - 14.9	14.6 - 16.9	16.1 - 18.6
sandblasting operator	14.9 - 17.6	16.0 - 19.0	17.2 - 20.4
shipping and receiving clerk	17.1 - 19.5	18.5 - 21.2	19.9 - 22.8
warehouse labourer	13.4 - 15.4	15.0 - 17.1	16.2 - 18.6

skilled trades and industrial management

assembly supervisor	23.2 - 27.9	25.2 - 30.3	27.2 - 32.6
cnc machinist	18.2 - 21.8	19.9 - 23.8	21.5 - 25.8
conventional machinist	17.2 - 20.7	19.0 - 22.8	20.6 - 24.7
electrician	24.2 - 29.4	26.2 - 31.8	28.1 - 34.2
electromechanical technician	23.9 - 28.7	27.0 - 32.4	29.6 - 35.5
electronics technician	22.9 - 27.5	25.1 - 30.1	27.2 - 32.6
field service technician	23.3 - 27.6	25.8 - 30.6	28.1 - 33.4
heavy equipment mechanic	23.5 - 28.2	26.0 - 31.2	28.4 - 34.0
logistics manager	28.3 - 34.4	31.1 - 37.7	33.8 - 41.0
maintenance manager	24.5 - 29.4	27.4 - 32.9	30.1 - 36.1
maintenance mechanic	21.4 - 24.8	23.5 - 27.2	25.5 - 29.5
maintenance supervisor	26.1 - 31.3	28.6 - 34.3	30.9 - 37.2
maintenance worker	18.2 - 21.1	20.2 - 23.3	22.0 - 25.4
millwright	22.6 - 27.1	25.2 - 30.3	27.6 - 33.1
production manager	36.5 - 44.4	39.4 - 48.0	42.3 - 51.4
quality control technician	17.3 - 20.7	18.8 - 22.6	20.3 - 24.4
quality control tester	23.2 - 27.8	25.7 - 30.8	28.0 - 33.6
tool and die maker	21.6 - 26.0	23.7 - 28.5	25.7 - 30.8
warehouse supervisor	21.3 - 25.6	23.4 - 28.0	25.3 - 30.4
welder	19.6 - 23.6	21.4 - 25.6	23.0 - 27.6

québec

pointe-claire

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.9 - 17.5	16.3 - 19.1	17.6 - 20.6
dispatcher	17.8 - 20.9	19.4 - 22.7	20.8 - 24.4
electronic parts assembler	14.5 - 17.2	15.8 - 18.7	17.0 - 20.1
forklift operator	16.0 - 17.0	16.8 - 19.0	18.2 - 21.0
industrial painter	15.7 - 18.6	17.2 - 20.4	18.6 - 22.0
inventory control clerk	14.9 - 17.2	16.3 - 18.8	17.6 - 20.3
logistics coordinator	18.2 - 21.5	19.8 - 23.5	21.4 - 25.4
machine operator	16.1 - 19.4	17.8 - 21.3	19.3 - 23.1
machine operator assistant	14.7 - 16.8	16.2 - 18.5	17.6 - 20.1
manufacturing worker	13.3 - 15.2	14.6 - 16.7	15.8 - 18.0
material handler	13.4 - 15.7	14.9 - 17.4	16.1 - 18.9
molding machine operator	15.1 - 18.0	16.6 - 19.9	18.0 - 21.6
parts manager	21.5 - 25.8	23.4 - 28.1	25.2 - 30.2
picker/packer	14.0 - 15.2	14.1 - 16.4	15.0 - 17.6
production labourer	13.3 - 15.2	14.6 - 16.8	16.0 - 18.5
sandblasting operator	14.8 - 17.6	16.0 - 18.9	17.1 - 20.3
shipping and receiving clerk	17.0 - 19.4	18.5 - 21.1	19.9 - 22.7
warehouse labourer	13.4 - 15.3	15.0 - 17.1	16.2 - 18.5

skilled trades and industrial management

assembly supervisor	23.1 - 27.7	25.1 - 30.1	27.0 - 32.4
cnc machinist	18.1 - 21.7	19.8 - 23.7	21.4 - 25.6
conventional machinist	17.2 - 20.6	18.9 - 22.7	20.5 - 24.6
electrician	24.1 - 29.2	26.1 - 31.7	28.0 - 34.0
electromechanical technician	23.8 - 28.6	26.9 - 32.2	29.5 - 35.3
electronics technician	22.8 - 27.4	25.0 - 30.0	27.1 - 32.5
field service technician	23.2 - 27.5	25.7 - 30.5	28.0 - 33.2
heavy equipment mechanic	23.4 - 28.1	25.9 - 31.1	28.2 - 33.9
logistics manager	28.2 - 34.2	30.9 - 37.5	33.6 - 40.8
maintenance manager	24.4 - 29.2	27.3 - 32.7	29.9 - 35.9
maintenance mechanic	21.3 - 24.6	23.4 - 27.1	25.4 - 29.4
maintenance supervisor	26.0 - 31.2	28.4 - 34.1	30.8 - 37.0
maintenance worker	18.1 - 21.0	20.1 - 23.2	21.9 - 25.3
millwright	22.5 - 27.0	25.1 - 30.1	27.5 - 33.0
production manager	36.3 - 44.1	39.2 - 47.7	42.1 - 51.1
quality control technician	17.2 - 20.6	18.8 - 22.5	20.2 - 24.2
quality control tester	23.1 - 27.7	25.5 - 30.6	27.8 - 33.4
tool and die maker	21.5 - 25.8	23.6 - 28.3	25.6 - 30.7
warehouse supervisor	21.2 - 25.5	23.3 - 27.9	25.2 - 30.2
welder	19.6 - 23.5	21.3 - 25.5	22.9 - 27.4

québec

québec city

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.6 - 17.0	15.9 - 18.6	17.2 - 20.1
dispatcher	17.1 - 20.0	18.6 - 21.8	20.0 - 23.4
electronic parts assembler	14.1 - 16.7	15.4 - 18.2	16.5 - 19.5
forklift operator	16.2 - 17.1	17.3 - 18.0	18.3 - 20.0
industrial painter	15.3 - 18.0	16.7 - 19.7	18.0 - 21.2
inventory control clerk	14.4 - 16.6	15.7 - 18.1	16.9 - 19.5
logistics coordinator	17.5 - 20.6	19.1 - 22.5	20.6 - 24.3
machine operator	15.7 - 18.8	17.3 - 20.7	18.8 - 22.5
machine operator assistant	14.3 - 16.3	15.7 - 17.9	17.0 - 19.4
manufacturing worker	13.0 - 14.8	14.2 - 16.1	15.3 - 17.4
material handler	14.0 - 14.5	14.7 - 15.0	15.6 - 18.2
molding machine operator	15.0 - 17.5	18.0 - 19.3	20.0 - 20.9
parts manager	20.6 - 24.7	22.4 - 26.9	24.1 - 29.0
picker/packer	13.5 - 14.0	14.5 - 15.5	16.0 - 17.0
production labourer	13.8 - 14.4	14.5 - 15.0	15.5 - 16.0
sandblasting operator	18.0 - 20.3	21.0 - 22.8	22.9 - 25.0
shipping and receiving clerk	16.4 - 18.7	17.8 - 20.3	19.1 - 21.8
warehouse labourer	13.8 - 14.9	15.0 - 16.5	16.6 - 17.9

skilled trades and industrial management

assembly supervisor	22.3 - 26.8	24.2 - 29.1	26.1 - 31.4
cnc machinist	17.6 - 21.0	19.2 - 22.9	20.7 - 24.8
conventional machinist	16.7 - 19.9	18.3 - 21.9	19.8 - 23.8
electrician	23.4 - 28.4	25.4 - 30.8	27.2 - 33.1
electromechanical technician	22.8 - 27.4	25.7 - 30.9	28.2 - 33.9
electronics technician	21.9 - 26.2	24.0 - 28.7	25.9 - 31.1
field service technician	22.3 - 26.3	24.6 - 29.2	26.8 - 31.8
heavy equipment mechanic	22.7 - 27.2	25.1 - 30.1	27.3 - 32.8
logistics manager	26.8 - 32.6	29.4 - 35.8	32.0 - 39.0
maintenance manager	23.4 - 28.0	26.2 - 31.4	28.7 - 34.5
maintenance mechanic	20.5 - 23.7	22.6 - 26.1	24.5 - 28.3
maintenance supervisor	24.8 - 29.8	27.2 - 32.6	29.4 - 35.3
maintenance worker	17.5 - 20.2	19.4 - 22.4	21.1 - 24.4
millwright	21.7 - 25.9	24.2 - 29.0	26.4 - 31.7
production manager	34.6 - 42.2	37.5 - 45.7	40.2 - 49.1
quality control technician	16.7 - 19.9	18.1 - 21.7	19.5 - 23.4
quality control tester	22.1 - 26.5	24.5 - 29.3	26.6 - 32.0
tool and die maker	20.8 - 25.0	22.8 - 27.4	24.7 - 29.6
warehouse supervisor	20.3 - 24.3	22.2 - 26.6	24.0 - 28.8
welder	19.0 - 22.7	20.6 - 24.7	22.1 - 26.5

québec

saguenay

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.5 - 17.0	15.8 - 18.6	17.1 - 20.1
dispatcher	17.4 - 20.4	18.9 - 22.2	20.4 - 23.9
electronic parts assembler	14.0 - 16.7	15.3 - 18.2	16.5 - 19.5
forklift operator	13.3 - 15.6	14.8 - 17.3	16.1 - 18.9
industrial painter	15.4 - 18.3	16.9 - 20.1	18.3 - 21.7
inventory control clerk	14.5 - 16.8	15.9 - 18.4	17.1 - 19.9
logistics coordinator	17.7 - 21.0	19.4 - 23.0	20.9 - 24.8
machine operator	15.6 - 18.8	17.3 - 20.8	18.7 - 22.6
machine operator assistant	14.4 - 16.5	15.9 - 18.2	17.3 - 19.7
manufacturing worker	13.1 - 15.0	14.3 - 16.4	15.5 - 17.7
material handler	13.0 - 15.2	14.4 - 16.9	15.7 - 18.4
molding machine operator	14.9 - 17.9	16.4 - 19.7	17.8 - 21.4
parts manager	20.6 - 24.7	22.4 - 26.9	24.1 - 29.0
picker/packer	12.6 - 14.7	13.6 - 16.0	14.6 - 17.1
production labourer	12.5 - 14.4	14.1 - 16.4	15.6 - 18.0
sandblasting operator	14.6 - 17.3	15.7 - 18.6	16.8 - 20.0
shipping and receiving clerk	16.6 - 19.0	18.0 - 20.6	19.4 - 22.2
warehouse labourer	13.0 - 14.9	14.5 - 16.6	15.7 - 18.0

skilled trades and industrial management

assembly supervisor	22.7 - 27.2	24.6 - 29.6	26.6 - 31.9
cnc machinist	17.9 - 21.5	19.6 - 23.5	21.2 - 25.4
conventional machinist	17.0 - 20.4	18.7 - 22.5	20.3 - 24.4
electrician	23.7 - 28.8	25.7 - 31.2	27.6 - 33.5
electromechanical technician	23.1 - 27.7	26.1 - 31.4	28.6 - 34.4
electronics technician	22.1 - 26.6	24.2 - 29.1	26.2 - 31.6
field service technician	22.5 - 26.7	24.9 - 29.6	27.2 - 32.3
heavy equipment mechanic	22.7 - 27.2	25.1 - 30.2	27.4 - 33.0
logistics manager	27.0 - 32.9	29.7 - 36.2	32.3 - 39.4
maintenance manager	23.6 - 28.4	26.4 - 31.8	29.0 - 34.9
maintenance mechanic	21.0 - 24.3	23.1 - 26.7	25.1 - 29.0
maintenance supervisor	25.1 - 30.2	27.5 - 33.1	29.8 - 35.9
maintenance worker	17.8 - 20.7	19.8 - 22.9	21.6 - 25.0
millwright	22.2 - 26.6	24.8 - 29.8	27.1 - 32.6
production manager	35.0 - 42.7	37.8 - 46.2	40.7 - 49.6
quality control technician	16.9 - 20.3	18.5 - 22.2	19.9 - 23.9
quality control tester	22.3 - 26.8	24.7 - 29.8	27.0 - 32.5
tool and die maker	21.3 - 25.6	23.4 - 28.1	25.3 - 30.4
warehouse supervisor	20.4 - 24.6	22.4 - 26.9	24.3 - 29.2
welder	19.4 - 23.3	21.1 - 25.3	22.7 - 27.2

québec

sainte-thérèse

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.6 - 17.0	15.9 - 18.6	17.2 - 20.1
dispatcher	17.3 - 20.3	18.8 - 22.1	20.3 - 23.7
electronic parts assembler	14.1 - 16.7	15.4 - 18.2	16.5 - 19.6
forklift operator	13.5 - 15.8	15.0 - 17.5	16.3 - 19.1
industrial painter	15.4 - 18.2	16.8 - 19.9	18.1 - 21.5
inventory control clerk	14.5 - 16.7	15.8 - 18.3	17.1 - 19.8
logistics coordinator	17.6 - 20.9	19.3 - 22.9	20.8 - 24.7
machine operator	15.7 - 18.8	17.3 - 20.8	18.8 - 22.5
machine operator assistant	14.4 - 16.4	15.8 - 18.1	17.2 - 19.6
manufacturing worker	13.1 - 14.9	14.3 - 16.3	15.4 - 17.6
material handler	13.2 - 15.4	14.6 - 17.1	15.9 - 18.6
molding machine operator	14.9 - 17.8	16.4 - 19.7	17.8 - 21.3
parts manager	21.1 - 25.3	23.0 - 27.6	24.8 - 29.7
picker/packer	12.8 - 14.9	13.8 - 16.2	14.8 - 17.3
production labourer	12.7 - 14.6	14.4 - 16.6	15.8 - 18.3
sandblasting operator	14.5 - 17.2	15.6 - 18.5	16.7 - 19.8
shipping and receiving clerk	16.5 - 18.9	18.0 - 20.5	19.3 - 22.1
warehouse labourer	13.2 - 15.1	14.7 - 16.8	15.9 - 18.2

skilled trades and industrial management

assembly supervisor	22.7 - 27.2	24.6 - 29.6	26.5 - 31.9
cnc machinist	17.9 - 21.5	19.6 - 23.5	21.1 - 25.4
conventional machinist	17.0 - 20.4	18.7 - 22.4	20.3 - 24.4
electrician	23.6 - 28.7	25.6 - 31.1	27.5 - 33.4
electromechanical technician	23.5 - 28.2	26.5 - 31.9	29.1 - 35.0
electronics technician	22.5 - 27.0	24.6 - 29.6	26.7 - 32.1
field service technician	22.8 - 27.1	25.3 - 30.1	27.6 - 32.8
heavy equipment mechanic	22.9 - 27.5	25.3 - 30.4	27.6 - 33.2
logistics manager	27.4 - 33.4	30.1 - 36.7	32.8 - 39.9
maintenance manager	23.7 - 28.5	26.6 - 32.0	29.2 - 35.1
maintenance mechanic	20.8 - 24.1	22.9 - 26.5	24.9 - 28.8
maintenance supervisor	25.3 - 30.4	27.7 - 33.3	30.0 - 36.2
maintenance worker	17.7 - 20.5	19.6 - 22.7	21.4 - 24.8
millwright	22.0 - 26.4	24.6 - 29.5	26.9 - 32.3
production manager	35.5 - 43.3	38.4 - 46.8	41.2 - 50.2
quality control technician	16.8 - 20.2	18.3 - 22.0	19.8 - 23.7
quality control tester	22.7 - 27.3	25.2 - 30.3	27.5 - 33.0
tool and die maker	21.3 - 25.6	23.4 - 28.1	25.3 - 30.4
warehouse supervisor	20.7 - 24.9	22.7 - 27.3	24.6 - 29.6
welder	19.4 - 23.3	21.1 - 25.3	22.7 - 27.2

québec

saint-georges

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	13.8 - 16.1	15.1 - 17.6	16.3 - 19.0
dispatcher	16.2 - 19.0	17.6 - 20.7	19.0 - 22.2
electronic parts assembler	13.4 - 15.8	14.6 - 17.2	15.6 - 18.5
forklift operator	12.6 - 14.7	13.9 - 16.3	15.1 - 17.7
industrial painter	14.5 - 17.2	15.9 - 18.8	17.1 - 20.3
inventory control clerk	13.6 - 15.7	14.9 - 17.1	16.0 - 18.5
logistics coordinator	16.5 - 19.6	18.1 - 21.4	19.5 - 23.1
machine operator	14.9 - 17.8	16.4 - 19.7	17.8 - 21.4
machine operator assistant	13.6 - 15.5	15.0 - 17.1	16.2 - 18.5
manufacturing worker	12.4 - 14.1	13.5 - 15.4	14.5 - 16.6
material handler	12.3 - 14.3	13.6 - 15.9	14.8 - 17.3
molding machine operator	14.1 - 16.8	15.5 - 18.5	16.8 - 20.1
parts manager	19.6 - 23.6	21.4 - 25.7	23.0 - 27.7
picker/packer	11.9 - 13.9	12.9 - 15.0	13.8 - 16.1
production labourer	11.8 - 13.6	13.4 - 15.4	14.7 - 16.9
sandblasting operator	13.7 - 16.2	14.8 - 17.5	15.8 - 18.7
shipping and receiving clerk	15.5 - 17.7	16.8 - 19.2	18.1 - 20.7
warehouse labourer	12.3 - 14.1	13.7 - 15.6	14.8 - 16.9

skilled trades and industrial management

assembly supervisor	21.3 - 25.6	23.1 - 27.8	24.9 - 30.0
cnc machinist	16.9 - 20.2	18.4 - 22.1	19.9 - 23.9
conventional machinist	16.0 - 19.2	17.6 - 21.1	19.1 - 22.9
electrician	22.0 - 26.8	23.9 - 29.1	25.7 - 31.3
electromechanical technician	21.8 - 26.2	24.6 - 29.6	27.0 - 32.6
electronics technician	20.9 - 25.1	22.9 - 27.5	24.8 - 29.9
field service technician	21.2 - 25.2	23.5 - 28.0	25.7 - 30.5
heavy equipment mechanic	21.5 - 25.9	23.8 - 28.7	26.0 - 31.3
logistics manager	25.5 - 31.0	28.0 - 34.2	30.5 - 37.2
maintenance manager	22.3 - 26.8	25.0 - 30.1	27.5 - 33.1
maintenance mechanic	19.5 - 22.5	21.4 - 24.8	23.3 - 26.9
maintenance supervisor	23.7 - 28.6	26.0 - 31.3	28.2 - 34.0
maintenance worker	16.6 - 19.2	18.4 - 21.3	20.0 - 23.2
millwright	20.6 - 24.7	23.0 - 27.6	25.2 - 30.3
production manager	33.0 - 40.4	35.8 - 43.7	38.4 - 47.0
quality control technician	15.9 - 19.1	17.3 - 20.8	18.7 - 22.4
quality control tester	21.1 - 25.4	23.4 - 28.1	25.5 - 30.7
tool and die maker	20.0 - 24.1	22.0 - 26.4	23.8 - 28.6
warehouse supervisor	19.4 - 23.3	21.3 - 25.6	23.1 - 27.7
welder	18.2 - 21.9	19.8 - 23.8	21.3 - 25.6

québec

saint-hyacinthe

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.6 - 17.0	15.9 - 18.6	17.1 - 20.1
dispatcher	17.4 - 20.3	18.9 - 22.1	20.3 - 23.7
electronic parts assembler	14.2 - 16.7	15.4 - 18.2	16.5 - 19.5
forklift operator	13.4 - 15.7	14.9 - 17.4	16.2 - 19.0
industrial painter	15.3 - 18.1	16.7 - 19.8	18.1 - 21.4
inventory control clerk	14.5 - 16.7	15.9 - 18.3	17.1 - 19.8
logistics coordinator	17.7 - 20.9	19.3 - 22.9	20.9 - 24.7
machine operator	15.7 - 18.8	17.3 - 20.7	18.7 - 22.5
machine operator assistant	14.3 - 16.3	15.8 - 18.0	17.1 - 19.5
manufacturing worker	13.0 - 14.8	14.2 - 16.2	15.3 - 17.5
material handler	13.2 - 15.4	14.6 - 17.0	15.8 - 18.5
molding machine operator	14.7 - 17.6	16.2 - 19.4	17.6 - 21.1
parts manager	20.6 - 24.7	22.4 - 26.9	24.2 - 29.0
picker/packer	12.7 - 14.8	13.8 - 16.1	14.7 - 17.2
production labourer	12.6 - 14.6	14.3 - 16.5	15.7 - 18.2
sandblasting operator	14.5 - 17.1	15.6 - 18.4	16.7 - 19.7
shipping and receiving clerk	16.6 - 18.9	18.0 - 20.6	19.3 - 22.1
warehouse labourer	13.2 - 15.0	14.7 - 16.7	15.9 - 18.1

skilled trades and industrial management

assembly supervisor	22.4 - 26.9	24.3 - 29.2	26.2 - 31.5
cnc machinist	17.7 - 21.2	19.3 - 23.2	20.9 - 25.1
conventional machinist	16.8 - 20.1	18.5 - 22.1	20.0 - 24.0
electrician	23.4 - 28.4	25.3 - 30.8	27.2 - 33.1
electromechanical technician	23.0 - 27.6	25.9 - 31.1	28.4 - 34.2
electronics technician	22.0 - 26.4	24.1 - 28.9	26.1 - 31.4
field service technician	22.4 - 26.5	24.8 - 29.4	27.0 - 32.1
heavy equipment mechanic	22.6 - 27.1	25.0 - 30.0	27.3 - 32.8
logistics manager	27.0 - 32.8	29.7 - 36.1	32.2 - 39.3
maintenance manager	23.5 - 28.3	26.4 - 31.6	28.9 - 34.7
maintenance mechanic	20.6 - 23.8	22.6 - 26.2	24.5 - 28.4
maintenance supervisor	25.2 - 30.2	27.5 - 33.1	29.8 - 35.8
maintenance worker	17.6 - 20.3	19.4 - 22.5	21.2 - 24.4
millwright	21.7 - 26.0	24.3 - 29.1	26.5 - 31.8
production manager	34.9 - 42.5	37.7 - 46.0	40.5 - 49.4
quality control technician	16.8 - 20.1	18.2 - 21.9	19.7 - 23.6
quality control tester	22.3 - 26.7	24.6 - 29.6	26.8 - 32.3
tool and die maker	21.0 - 25.3	23.1 - 27.7	25.0 - 30.0
warehouse supervisor	20.4 - 24.5	22.4 - 26.9	24.2 - 29.1
welder	19.1 - 23.0	20.8 - 25.0	22.4 - 26.8

québec

sherbrooke

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.0 - 16.3	15.3 - 17.8	16.5 - 19.3
dispatcher	16.7 - 19.5	18.1 - 21.3	19.5 - 22.9
electronic parts assembler	13.6 - 16.0	14.8 - 17.4	15.8 - 18.7
forklift operator	13.1 - 15.2	14.5 - 16.9	15.7 - 18.4
industrial painter	14.8 - 17.4	16.1 - 19.1	17.4 - 20.6
inventory control clerk	13.9 - 16.1	15.2 - 17.6	16.4 - 19.0
logistics coordinator	17.0 - 20.1	18.6 - 22.0	20.1 - 23.8
machine operator	15.1 - 18.0	16.6 - 19.9	18.0 - 21.6
machine operator assistant	13.8 - 15.7	15.2 - 17.4	16.5 - 18.8
manufacturing worker	12.6 - 14.3	13.7 - 15.6	14.8 - 16.9
material handler	12.8 - 14.9	14.2 - 16.5	15.3 - 17.9
molding machine operator	14.1 - 16.9	15.5 - 18.6	16.8 - 20.2
parts manager	19.8 - 23.8	21.6 - 25.9	23.2 - 27.9
picker/packer	12.4 - 14.4	13.4 - 15.6	14.3 - 16.7
production labourer	12.3 - 14.2	13.9 - 16.0	15.2 - 17.6
sandblasting operator	13.9 - 16.5	15.0 - 17.7	16.1 - 19.0
shipping and receiving clerk	15.9 - 18.2	17.3 - 19.8	18.6 - 21.3
warehouse labourer	12.8 - 14.6	14.2 - 16.2	15.4 - 17.5

skilled trades and industrial management

assembly supervisor	21.9 - 26.2	23.8 - 28.5	25.6 - 30.8
cnc machinist	16.9 - 20.3	18.5 - 22.2	20.0 - 24.0
conventional machinist	16.1 - 19.2	17.7 - 21.2	19.2 - 23.0
electrician	22.8 - 27.7	24.7 - 30.0	26.5 - 32.2
electromechanical technician	22.2 - 26.6	25.0 - 30.1	27.5 - 33.1
electronics technician	21.2 - 25.5	23.3 - 28.0	25.2 - 30.3
field service technician	21.6 - 25.6	23.9 - 28.4	26.1 - 31.0
heavy equipment mechanic	21.8 - 26.2	24.2 - 29.1	26.4 - 31.8
logistics manager	25.9 - 31.6	28.5 - 34.8	31.0 - 37.9
maintenance manager	22.5 - 27.0	25.2 - 30.3	27.7 - 33.3
maintenance mechanic	19.9 - 23.0	21.9 - 25.3	23.7 - 27.5
maintenance supervisor	24.4 - 29.3	26.8 - 32.2	29.0 - 34.9
maintenance worker	16.9 - 19.6	18.8 - 21.7	20.4 - 23.7
millwright	21.0 - 25.2	23.5 - 28.2	25.7 - 30.9
production manager	33.6 - 41.2	36.4 - 44.6	39.1 - 47.9
quality control technician	16.1 - 19.4	17.6 - 21.1	19.0 - 22.8
quality control tester	21.5 - 25.8	23.8 - 28.6	25.9 - 31.2
tool and die maker	20.1 - 24.2	22.1 - 26.5	23.9 - 28.7
warehouse supervisor	19.7 - 23.7	21.6 - 25.9	23.4 - 28.1
welder	18.3 - 22.0	19.9 - 23.9	21.4 - 25.7

québec

trois-rivières

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	14.7 - 17.1	16.0 - 18.7	17.3 - 20.2
dispatcher	17.3 - 20.3	18.8 - 22.1	20.2 - 23.7
electronic parts assembler	14.2 - 16.8	15.5 - 18.3	16.6 - 19.7
forklift operator	13.4 - 15.7	14.9 - 17.4	16.2 - 18.9
industrial painter	15.6 - 18.4	17.1 - 20.2	18.4 - 21.8
inventory control clerk	14.5 - 16.7	15.9 - 18.3	17.1 - 19.7
logistics coordinator	17.6 - 20.9	19.3 - 22.8	20.8 - 24.7
machine operator	15.8 - 18.9	17.4 - 20.8	18.9 - 22.6
machine operator assistant	14.6 - 16.6	16.1 - 18.3	17.4 - 19.9
manufacturing worker	13.3 - 15.1	14.5 - 16.5	15.6 - 17.8
material handler	13.2 - 15.4	14.6 - 17.0	15.8 - 18.5
molding machine operator	15.2 - 18.1	16.7 - 20.0	18.1 - 21.6
parts manager	20.7 - 24.8	22.5 - 27.0	24.3 - 29.1
picker/packer	12.7 - 14.9	13.8 - 16.1	14.7 - 17.2
production labourer	12.7 - 14.6	14.3 - 16.5	15.7 - 18.1
sandblasting operator	14.7 - 17.4	15.9 - 18.8	17.0 - 20.1
shipping and receiving clerk	16.6 - 18.9	18.0 - 20.5	19.3 - 22.1
warehouse labourer	13.2 - 15.0	14.7 - 16.7	15.9 - 18.1

skilled trades and industrial management

assembly supervisor	22.9 - 27.4	24.9 - 29.8	26.8 - 32.1
cnc machinist	18.2 - 21.8	19.8 - 23.8	21.4 - 25.7
conventional machinist	17.3 - 20.7	19.0 - 22.7	20.6 - 24.6
electrician	23.8 - 28.9	25.8 - 31.3	27.7 - 33.6
electromechanical technician	23.5 - 28.2	26.5 - 31.8	29.1 - 34.9
electronics technician	22.5 - 27.0	24.7 - 29.6	26.7 - 32.0
field service technician	22.9 - 27.1	25.4 - 30.1	27.6 - 32.8
heavy equipment mechanic	22.7 - 27.2	25.1 - 30.1	27.4 - 32.9
logistics manager	27.1 - 33.0	29.8 - 36.3	32.4 - 39.5
maintenance manager	23.9 - 28.6	26.7 - 32.0	29.3 - 35.1
maintenance mechanic	21.0 - 24.3	23.1 - 26.7	25.1 - 29.0
maintenance supervisor	25.4 - 30.5	27.9 - 33.5	30.2 - 36.2
maintenance worker	17.8 - 20.7	19.8 - 22.9	21.6 - 25.0
millwright	22.2 - 26.6	24.8 - 29.8	27.1 - 32.6
production manager	35.1 - 42.8	38.0 - 46.3	40.8 - 49.8
quality control technician	17.1 - 20.4	18.6 - 22.3	20.0 - 24.0
quality control tester	22.8 - 27.3	25.2 - 30.2	27.5 - 33.0
tool and die maker	21.6 - 25.9	23.7 - 28.3	25.6 - 30.7
warehouse supervisor	20.6 - 24.7	22.6 - 27.1	24.4 - 29.3
welder	19.7 - 23.5	21.3 - 25.6	22.9 - 27.5

québec

vaudreuil-dorion

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.3 - 17.9	16.8 - 19.6	18.1 - 21.1
dispatcher	18.0 - 21.0	19.6 - 22.9	21.0 - 24.6
electronic parts assembler	14.9 - 17.6	16.2 - 19.1	17.4 - 20.6
forklift operator	14.0 - 16.3	15.5 - 18.0	16.8 - 19.6
industrial painter	16.1 - 19.0	17.6 - 20.8	19.0 - 22.4
inventory control clerk	15.1 - 17.4	16.5 - 19.0	17.8 - 20.5
logistics coordinator	18.3 - 21.7	20.0 - 23.7	21.6 - 25.6
machine operator	16.6 - 19.8	18.2 - 21.8	19.7 - 23.6
machine operator assistant	15.0 - 17.1	16.6 - 18.9	17.9 - 20.5
manufacturing worker	13.7 - 15.6	14.9 - 17.0	16.1 - 18.4
material handler	13.7 - 16.0	15.1 - 17.7	16.4 - 19.2
molding machine operator	15.4 - 18.4	17.0 - 20.2	18.3 - 21.9
parts manager	21.8 - 26.1	23.7 - 28.3	25.5 - 30.5
picker/packer	13.2 - 15.4	14.3 - 16.7	15.3 - 17.8
production labourer	13.2 - 15.1	14.9 - 17.1	16.3 - 18.8
sandblasting operator	15.2 - 17.9	16.3 - 19.3	17.5 - 20.7
shipping and receiving clerk	17.2 - 19.6	18.7 - 21.3	20.0 - 22.9
warehouse labourer	13.7 - 15.6	15.2 - 17.4	16.5 - 18.8

skilled trades and industrial management

assembly supervisor	23.4 - 28.0	25.4 - 30.4	27.3 - 32.8
cnc machinist	18.5 - 22.1	20.1 - 24.1	21.7 - 26.0
conventional machinist	17.5 - 20.9	19.2 - 23.0	20.8 - 24.9
electrician	24.3 - 29.5	26.3 - 31.9	28.2 - 34.3
electromechanical technician	24.3 - 29.1	27.4 - 32.8	30.0 - 35.9
electronics technician	23.3 - 27.9	25.5 - 30.5	27.6 - 33.0
field service technician	23.7 - 28.0	26.2 - 31.0	28.5 - 33.8
heavy equipment mechanic	23.7 - 28.4	26.2 - 31.5	28.6 - 34.3
logistics manager	28.4 - 34.4	31.2 - 37.8	33.8 - 41.1
maintenance manager	24.6 - 29.4	27.5 - 32.9	30.1 - 36.1
maintenance mechanic	21.5 - 24.9	23.6 - 27.3	25.6 - 29.6
maintenance supervisor	26.1 - 31.3	28.6 - 34.3	30.9 - 37.1
maintenance worker	18.4 - 21.2	20.3 - 23.5	22.1 - 25.5
millwright	22.7 - 27.2	25.3 - 30.3	27.7 - 33.2
production manager	36.6 - 44.4	39.5 - 48.0	42.3 - 51.4
quality control technician	17.6 - 21.1	19.1 - 22.9	20.6 - 24.7
quality control tester	23.5 - 28.2	26.0 - 31.2	28.3 - 34.0
tool and die maker	21.9 - 26.2	24.0 - 28.7	25.9 - 31.1
warehouse supervisor	21.4 - 25.6	23.4 - 28.0	25.3 - 30.3
welder	19.9 - 23.8	21.6 - 25.9	23.2 - 27.8

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.2 - 17.8	16.7 - 19.5	18.0 - 21.0
dispatcher	18.1 - 21.2	19.7 - 23.0	21.1 - 24.8
electronic parts assembler	14.8 - 17.5	16.1 - 19.0	17.3 - 20.5
forklift operator	14.0 - 16.3	15.5 - 18.1	16.8 - 19.7
industrial painter	16.1 - 19.1	17.6 - 20.9	19.0 - 22.6
inventory control clerk	15.1 - 17.5	16.5 - 19.1	17.8 - 20.6
logistics coordinator	18.4 - 21.8	20.1 - 23.8	21.7 - 25.8
machine operator	16.5 - 19.7	18.1 - 21.7	19.6 - 23.5
machine operator assistant	15.1 - 17.2	16.6 - 19.0	18.0 - 20.6
manufacturing worker	13.7 - 15.6	15.0 - 17.1	16.1 - 18.4
material handler	13.7 - 16.0	15.1 - 17.7	16.4 - 19.2
molding machine operator	15.5 - 18.6	17.1 - 20.5	18.5 - 22.2
parts manager	22.1 - 26.4	24.0 - 28.7	25.8 - 30.9
picker/packer	13.2 - 15.4	14.3 - 16.7	15.3 - 17.9
production labourer	13.1 - 15.1	14.8 - 17.1	16.3 - 18.9
sandblasting operator	15.2 - 18.0	16.4 - 19.4	17.5 - 20.8
shipping and receiving clerk	17.3 - 19.7	18.8 - 21.4	20.2 - 23.0
warehouse labourer	13.7 - 15.6	15.2 - 17.4	16.5 - 18.8

skilled trades and industrial management

assembly supervisor	23.7 - 28.5	25.8 - 30.9	27.8 - 33.3
cnc machinist	18.6 - 22.4	20.4 - 24.4	22.0 - 26.4
conventional machinist	17.7 - 21.2	19.4 - 23.3	21.1 - 25.3
electrician	24.9 - 30.2	26.9 - 32.7	28.9 - 35.0
electromechanical technician	24.6 - 29.4	27.7 - 33.2	30.3 - 36.3
electronics technician	23.5 - 28.2	25.8 - 30.9	27.9 - 33.4
field service technician	23.9 - 28.3	26.5 - 31.3	28.8 - 34.1
heavy equipment mechanic	23.8 - 28.6	26.4 - 31.7	28.8 - 34.5
logistics manager	28.2 - 34.2	31.0 - 37.6	33.6 - 40.8
maintenance manager	24.4 - 29.3	27.3 - 32.8	30.0 - 36.0
maintenance mechanic	21.9 - 25.3	24.1 - 27.8	26.1 - 30.2
maintenance supervisor	26.4 - 31.7	28.9 - 34.7	31.3 - 37.5
maintenance worker	18.6 - 21.5	20.6 - 23.9	22.5 - 26.0
millwright	23.1 - 27.7	25.8 - 31.0	28.2 - 33.9
production manager	36.4 - 44.1	39.3 - 47.6	42.1 - 51.1
quality control technician	17.7 - 21.2	19.2 - 23.1	20.7 - 24.9
quality control tester	23.8 - 28.5	26.3 - 31.5	28.7 - 34.3
tool and die maker	22.2 - 26.6	24.3 - 29.2	26.3 - 31.6
warehouse supervisor	21.4 - 25.6	23.4 - 28.1	25.3 - 30.4
welder	20.2 - 24.2	21.9 - 26.3	23.6 - 28.3

experience (hourly salaries)

	1 year	3 years	5 years
industrial support			
assembler/fabricator	15.3 - 17.9	16.8 - 19.6	18.1 - 21.2
dispatcher	18.1 - 21.2	19.7 - 23.1	21.2 - 24.8
electronic parts assembler	14.9 - 17.6	16.2 - 19.2	17.4 - 20.6
forklift operator	14.1 - 16.4	15.6 - 18.3	17.0 - 19.9
industrial painter	16.2 - 19.1	17.7 - 20.9	19.1 - 22.6
inventory control clerk	15.2 - 17.5	16.6 - 19.2	17.9 - 20.7
logistics coordinator	18.5 - 21.9	20.2 - 23.9	21.8 - 25.8
machine operator	16.6 - 19.8	18.2 - 21.9	19.8 - 23.7
machine operator assistant	15.1 - 17.3	16.7 - 19.0	18.1 - 20.6
manufacturing worker	13.7 - 15.7	15.0 - 17.1	16.2 - 18.5
material handler	13.8 - 16.1	15.3 - 17.9	16.6 - 19.4
molding machine operator	15.6 - 18.7	17.2 - 20.6	18.6 - 22.3
parts manager	21.9 - 26.2	23.8 - 28.5	25.6 - 30.7
picker/packer	13.3 - 15.6	14.4 - 16.9	15.4 - 18.0
production labourer	13.2 - 15.3	15.0 - 17.3	16.5 - 19.0
sandblasting operator	15.2 - 18.1	16.4 - 19.5	17.6 - 20.8
shipping and receiving clerk	17.3 - 19.8	18.8 - 21.5	20.2 - 23.1
warehouse labourer	13.8 - 15.8	15.4 - 17.5	16.6 - 19.0

skilled trades and industrial management

assembly supervisor	23.5 - 28.2	25.5 - 30.6	27.5 - 33.0
cnc machinist	18.7 - 22.4	20.5 - 24.5	22.1 - 26.5
conventional machinist	17.8 - 21.3	19.5 - 23.4	21.2 - 25.4
electrician	24.5 - 29.8	26.5 - 32.2	28.5 - 34.6
electromechanical technician	24.4 - 29.3	27.5 - 33.0	30.2 - 36.2
electronics technician	23.4 - 28.1	25.6 - 30.7	27.7 - 33.3
field service technician	23.8 - 28.2	26.3 - 31.2	28.7 - 34.0
heavy equipment mechanic	24.0 - 28.8	26.6 - 31.9	29.0 - 34.8
logistics manager	28.5 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance manager	24.5 - 29.4	27.4 - 32.9	30.1 - 36.1
maintenance mechanic	21.9 - 25.3	24.1 - 27.9	26.1 - 30.2
maintenance supervisor	26.5 - 31.8	29.0 - 34.8	31.4 - 37.6
maintenance worker	18.7 - 21.6	20.7 - 23.9	22.5 - 26.1
millwright	23.1 - 27.7	25.9 - 31.0	28.3 - 33.9
production manager	36.8 - 44.7	39.7 - 48.2	42.6 - 51.7
quality control technician	17.7 - 21.2	19.3 - 23.1	20.8 - 24.9
quality control tester	23.7 - 28.4	26.2 - 31.4	28.5 - 34.2
tool and die maker	22.3 - 26.7	24.4 - 29.3	26.4 - 31.7
warehouse supervisor	21.9 - 26.2	23.9 - 28.7	25.9 - 31.0
welder	20.3 - 24.3	22.0 - 26.4	23.7 - 28.4

sales &
marketing



alberta

calgary

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	50.1 - 62.3	54.1 - 68.5	59.4 - 76.3
account manager – technologies, software*	52.2 - 64.8	56.3 - 71.4	61.9 - 79.5
business development manager*	99.0 - 130.9	111.0 - 149.8	126.3 - 172.2
district sales manager**	77.1 - 99.7	87.9 - 115.7	101.1 - 132.3
key accounts manager – consumer goods*	65.0 - 83.5	73.6 - 96.3	84.1 - 110.0
merchandiser – consumer goods	61.9 - 80.7	69.1 - 91.7	78.1 - 103.8
sales engineer – technologies, software, hardware, telecommunications**	71.7 - 93.7	78.8 - 104.7	87.7 - 116.8
sales representative/account manager/territory manager – channel manager*	74.5 - 98.5	83.3 - 112.0	94.1 - 126.7
sales representative/account manager/territory manager – consumer goods*	52.5 - 64.9	56.3 - 71.0	61.5 - 79.0
sales representative/account manager/territory manager – professional services*	48.7 - 60.7	52.7 - 66.9	57.9 - 74.5
sales representative/account manager/territory manager – telecommunications*	50.5 - 62.9	54.6 - 69.2	60.0 - 77.0
virtual sales representative/internal sales representative – technologies*	54.8 - 73.7	60.0 - 82.2	66.5 - 92.0

digital marketing

digital marketing manager	66.5 - 84.6	76.6 - 98.8	88.3 - 111.8
digital media specialist	39.6 - 51.1	46.4 - 60.7	54.3 - 69.4
digital specialist	47.7 - 63.5	55.6 - 75.3	65.1 - 86.3
e-commerce manager	82.9 - 108.1	92.5 - 122.9	104.6 - 139.3
marketing content manager	50.8 - 65.2	59.3 - 77.2	69.2 - 88.4
social media manager	60.9 - 75.5	75.0 - 88.4	87.6 - 90.7
web manager	67.7 - 88.4	75.6 - 100.7	85.6 - 114.4
web marketing analyst	50.5 - 66.4	58.0 - 77.6	67.0 - 88.3

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative/account manager/territory manager – specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
sales representative/account manager/territory manager – machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative/account manager/territory manager – industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative/account manager/territory manager – industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative/account manager/territory manager – distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
technical representative – distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
sales engineer – distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales representative/account manager/territory manager – manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
technical sales representative – manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
sales engineer – manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7

marketing and communications

brand or product manager	85.0 - 109.2	94.5 - 123.4	106.1 - 138.1
brand or product manager assistant	67.9 - 91.2	79.1 - 107.2	91.6 - 122.1
communications manager	60.8 - 80.3	69.2 - 92.9	79.2 - 105.1
communications specialist	52.2 - 71.4	62.2 - 85.9	73.4 - 98.4
marketing coordinator	56.2 - 75.0	64.7 - 87.5	74.7 - 99.7
marketing director	94.7 - 124.8	107.4 - 143.5	122.3 - 161.6
marketing project manager	39.6 - 53.0	45.7 - 62.0	52.8 - 70.5
marketing specialist	49.3 - 64.9	55.6 - 74.4	63.2 - 83.7

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	72.0 - 93.8	80.4 - 106.6	90.8 - 120.7
communications vp	104.3 - 157.1	138.1 - 206.8	173.0 - 258.4
marketing vp	129.7 - 197.1	177.7 - 268.8	227.4 - 344.0
sales manager*	100.2 - 128.2	123.0 - 157.1	148.2 - 188.8
sales vice-president/general manager**	147.4 - 208.7	197.0 - 278.2	249.1 - 351.8

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.8 - 60.8	52.8 - 67.0	58.0 - 74.7
account manager – technologies, software*	50.9 - 63.4	55.0 - 69.8	60.4 - 77.8
business development manager*	96.8 - 127.6	108.4 - 146.1	123.3 - 167.7
district sales manager**	73.6 - 95.2	84.0 - 110.5	96.5 - 126.4
key accounts manager – consumer goods*	63.5 - 81.8	72.1 - 94.3	82.4 - 107.6
merchandiser – consumer goods	59.4 - 77.5	66.4 - 88.2	75.0 - 100.1
sales engineer – technologies, software, hardware, telecommunications**	71.0 - 92.4	77.9 - 103.2	86.6 - 114.9
sales representative/account manager/territory manager – channel manager*	71.2 - 94.0	79.6 - 107.0	89.9 - 121.0
sales representative/account manager/territory manager – consumer goods*	51.5 - 63.8	55.3 - 69.9	60.5 - 77.8
sales representative/account manager/territory manager – professional services*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.6
sales representative/account manager/territory manager – telecommunications*	49.3 - 61.4	53.3 - 67.7	58.6 - 75.4
virtual sales representative/internal sales representative – technologies*	53.4 - 72.2	58.6 - 80.5	65.1 - 90.1

digital marketing

digital marketing manager	64.7 - 82.3	74.5 - 96.1	85.9 - 108.7
digital media specialist	38.3 - 49.2	44.7 - 58.3	52.2 - 66.7
digital specialist	45.9 - 61.0	53.5 - 72.3	62.6 - 82.9
e-commerce manager	79.2 - 103.2	88.4 - 117.4	99.9 - 133.2
marketing content manager	49.4 - 63.4	57.6 - 75.1	67.3 - 85.9
social media manager	58.2 - 71.8	71.7 - 85.1	84.4 - 98.8
web manager	64.8 - 84.5	72.3 - 96.1	81.8 - 109.3
web marketing analyst	49.0 - 64.6	56.4 - 75.5	65.1 - 85.9

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative/account manager/territory manager – specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
sales representative/account manager/territory manager – machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative/account manager/territory manager – industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative/account manager/territory manager – industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative/account manager/territory manager – distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
technical representative – distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
sales engineer – distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales representative/account manager/territory manager – manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
technical sales representative – manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
sales engineer – manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7

marketing and communications

brand or product manager	81.2 - 104.3	90.2 - 117.9	101.3 - 132.0
brand or product manager assistant	66.2 - 89.1	77.2 - 105.0	89.6 - 119.8
communications manager	59.3 - 78.6	67.6 - 90.9	77.5 - 102.7
communications specialist	51.2 - 69.9	60.9 - 84.0	71.9 - 96.2
marketing coordinator	54.0 - 72.0	62.2 - 84.2	71.8 - 96.0
marketing director	90.4 - 119.2	102.5 - 137.2	116.8 - 154.7
marketing project manager	38.0 - 50.7	43.8 - 59.3	50.6 - 67.4
marketing specialist	47.5 - 62.4	53.5 - 71.5	60.7 - 80.5

company revenue

	10 M\$	100 M\$	1,000 M\$
	executive positions		
branch manager**	69.1 - 90.0	77.1 - 102.4	87.1 - 116.0
communications vp	100.2 - 151.0	132.7 - 199.6	166.4 - 250.8
marketing vp	123.9 - 189.3	170.2 - 260.3	219.2 - 335.4
sales manager*	95.6 - 122.6	117.7 - 150.7	142.0 - 182.1
sales vice-president/general manager**	141.0 - 200.7	189.2 - 269.6	240.7 - 343.3

british columbia

vancouver

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
account manager – technologies, software*	50.7 - 63.0	54.7 - 69.4	60.1 - 77.4
business development manager*	97.4 - 128.6	109.1 - 147.2	124.2 - 169.0
district sales manager**	73.9 - 95.5	84.3 - 110.8	96.8 - 126.7
key accounts manager – consumer goods*	63.2 - 81.4	71.7 - 93.9	81.9 - 107.2
merchandiser – consumer goods	59.9 - 78.1	66.9 - 88.9	75.6 - 100.9
sales engineer – technologies, software, hardware, telecommunications**	70.6 - 92.1	77.6 - 103.1	86.3 - 114.9
sales representative/account manager/territory manager – channel manager*	71.5 - 94.3	79.9 - 107.2	90.2 - 121.3
sales representative/account manager/territory manager – consumer goods*	51.6 - 63.8	55.3 - 69.8	60.5 - 77.8
sales representative/account manager/territory manager – professional services*	47.1 - 58.6	50.9 - 64.5	55.9 - 71.9
sales representative/account manager/territory manager – telecommunications*	49.1 - 61.1	53.0 - 67.3	58.3 - 75.0
virtual sales representative/internal sales representative – technologies*	53.2 - 71.8	58.3 - 80.1	64.7 - 89.7

digital marketing

digital marketing manager	65.4 - 83.0	75.2 - 96.9	86.7 - 109.7
digital media specialist	38.6 - 49.6	45.1 - 58.8	52.7 - 67.2
digital specialist	46.3 - 61.5	54.0 - 72.9	63.1 - 83.5
e-commerce manager	79.5 - 103.5	88.7 - 117.7	100.2 - 133.5
marketing content manager	49.9 - 64.1	58.2 - 75.8	68.0 - 86.7
social media manager	58.5 - 69.3	67.0 - 85.1	84.7 - 99.0
web manager	65.0 - 84.8	72.6 - 96.4	82.1 - 109.5
web marketing analyst	49.6 - 65.3	57.0 - 76.2	65.8 - 86.7

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative/account manager/territory manager – specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
sales representative/account manager/territory manager – machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative/account manager/territory manager – industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative/account manager/territory manager – industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative/account manager/territory manager – distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
technical representative – distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
sales engineer – distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales representative/account manager/territory manager – manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
technical sales representative – manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
sales engineer – manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7

marketing and communications

brand or product manager	81.5 - 104.6	90.5 - 118.1	101.5 - 132.4
brand or product manager assistant	66.2 - 89.1	77.2 - 104.9	89.5 - 119.6
communications manager	59.8 - 79.0	68.1 - 91.5	78.0 - 103.4
communications specialist	51.8 - 70.6	61.6 - 84.8	72.6 - 97.2
marketing coordinator	54.5 - 72.5	62.7 - 84.8	72.3 - 96.8
marketing director	90.7 - 119.5	102.8 - 137.5	117.1 - 155.1
marketing project manager	38.2 - 50.9	44.0 - 59.6	50.8 - 67.7
marketing specialist	47.9 - 62.9	54.0 - 72.0	61.2 - 81.1

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	69.6 - 90.8	77.7 - 103.3	87.8 - 117.1
communications vp	101.0 - 152.3	133.8 - 201.4	167.8 - 253.2
marketing vp	124.2 - 190.0	170.7 - 261.7	220.1 - 337.6
sales manager*	95.9 - 122.9	118.0 - 151.2	142.5 - 182.9
sales vice-president/general manager**	141.4 - 201.5	189.9 - 271.1	241.9 - 345.5

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	44.0 - 55.1	47.6 - 60.8	52.5 - 68.0
account manager – technologies, software*	45.9 - 57.4	49.7 - 63.4	54.7 - 70.9
business development manager*	89.6 - 119.7	100.9 - 137.8	115.5 - 159.3
district sales manager**	67.8 - 88.5	77.7 - 103.4	89.8 - 118.9
key accounts manager – consumer goods*	57.6 - 74.7	65.5 - 86.7	75.2 - 99.5
merchandiser – consumer goods	54.2 - 71.3	60.7 - 81.5	68.9 - 92.9
sales engineer – technologies, software, hardware, telecommunications**	65.2 - 85.6	71.7 - 96.1	80.0 - 107.5
sales representative/account manager/territory manager – channel manager*	65.6 - 87.4	73.5 - 99.9	83.4 - 113.6
sales representative/account manager/territory manager – consumer goods*	46.8 - 58.1	50.2 - 63.8	55.0 - 71.2
sales representative/account manager/territory manager – professional services*	42.6 - 53.1	46.0 - 58.6	50.6 - 65.5
sales representative/account manager/territory manager – telecommunications*	44.5 - 55.6	48.1 - 61.4	53.0 - 68.7
virtual sales representative/internal sales representative – technologies*	48.2 - 65.6	53.0 - 73.4	59.0 - 82.6

digital marketing

digital marketing manager	59.2 - 75.9	68.4 - 89.2	79.3 - 101.5
digital media specialist	34.8 - 44.8	40.6 - 53.2	47.5 - 61.0
digital specialist	41.7 - 55.7	48.7 - 66.3	57.1 - 76.4
e-commerce manager	73.1 - 96.3	81.9 - 110.1	93.1 - 125.5
marketing content manager	45.0 - 58.0	52.6 - 69.0	61.7 - 79.4
social media manager	53.4 - 66.0	65.6 - 78.3	71.1 - 92.0
web manager	59.5 - 78.2	66.6 - 89.4	75.6 - 102.2
web marketing analyst	44.7 - 59.1	51.5 - 69.4	59.6 - 79.4

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

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative/account manager/territory manager – specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
sales representative/account manager/territory manager – machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative/account manager/territory manager – industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative/account manager/territory manager – industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative/account manager/territory manager – distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
technical representative – distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
sales engineer – distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales representative/account manager/territory manager – manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
technical sales representative – manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
sales engineer – manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7

marketing and communications

brand or product manager	75.1 - 97.3	83.7 - 110.6	94.4 - 124.4
brand or product manager assistant	60.5 - 81.9	70.7 - 97.1	82.4 - 111.2
communications manager	54.3 - 72.2	62.0 - 84.0	71.2 - 95.4
communications specialist	47.1 - 64.5	56.1 - 77.8	66.3 - 89.5
marketing coordinator	49.2 - 66.0	56.8 - 77.6	65.8 - 89.0
marketing director	83.9 - 111.8	95.6 - 129.4	109.5 - 146.6
marketing project manager	34.7 - 46.4	40.0 - 54.4	46.2 - 62.0
marketing specialist	43.2 - 57.0	48.7 - 65.5	55.4 - 74.0

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	62.8 - 82.4	70.3 - 94.1	79.6 - 107.2
communications vp	91.7 - 140.8	122.9 - 188.6	156.0 - 239.3
marketing vp	116.5 - 180.9	162.0 - 251.6	210.6 - 326.9
sales manager*	89.4 - 115.7	111.1 - 143.7	135.3 - 175.0
sales vice-president/general manager**	133.1 - 192.2	180.8 - 260.9	232.1 - 334.7

new brunswick

moncton

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	43.0 - 53.8	46.5 - 59.5	51.3 - 66.6
account manager – technologies, software*	44.8 - 56.2	48.5 - 62.0	53.5 - 69.4
business development manager*	86.7 - 116.2	97.7 - 134.0	112.0 - 155.1
district sales manager**	65.7 - 85.9	75.3 - 100.5	87.1 - 115.7
key accounts manager – consumer goods*	56.3 - 73.1	64.1 - 84.9	73.6 - 97.5
merchandiser – consumer goods	52.5 - 68.9	58.7 - 78.8	66.6 - 89.9
sales engineer – technologies, software, hardware, telecommunications**	63.5 - 83.5	69.9 - 93.9	78.0 - 105.1
sales representative/account manager/territory manager – channel manager*	63.5 - 84.8	71.2 - 97.1	80.9 - 110.5
sales representative/account manager/territory manager – consumer goods*	45.5 - 56.6	48.9 - 62.1	53.6 - 69.4
sales representative/account manager/territory manager – professional services*	41.3 - 51.7	44.7 - 57.1	49.2 - 63.9
sales representative/account manager/territory manager – telecommunications*	43.4 - 54.4	47.0 - 60.1	51.8 - 67.2
virtual sales representative/internal sales representative – technologies*	47.1 - 64.2	51.8 - 71.9	57.7 - 80.9

digital marketing

digital marketing manager	57.5 - 73.6	66.4 - 86.6	77.0 - 98.6
digital media specialist	33.6 - 43.3	39.2 - 51.4	46.0 - 59.0
digital specialist	40.3 - 53.9	47.1 - 64.2	55.3 - 73.9
e-commerce manager	70.8 - 93.5	79.5 - 107.1	90.3 - 122.2
marketing content manager	43.6 - 56.3	51.0 - 67.0	59.8 - 77.0
social media manager	51.6 - 63.9	62.3 - 75.9	75.7 - 89.3
web manager	57.6 - 75.8	64.5 - 86.8	73.3 - 99.3
web marketing analyst	43.3 - 57.4	50.0 - 67.3	57.8 - 77.0

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

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative/account manager/territory manager – specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
sales representative/account manager/territory manager – machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative/account manager/territory manager – industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative/account manager/territory manager – industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative/account manager/territory manager – distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
technical representative – distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
sales engineer – distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales representative/account manager/territory manager – manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
technical sales representative – manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
sales engineer – manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3

marketing and communications

brand or product manager	72.8 - 94.5	81.2 - 107.5	91.6 - 121.1
brand or product manager assistant	58.3 - 79.4	68.4 - 94.3	79.8 - 108.2
communications manager	52.1 - 69.6	59.6 - 81.1	68.6 - 92.3
communications specialist	45.7 - 62.9	54.6 - 76.0	64.7 - 87.5
marketing coordinator	47.6 - 63.9	54.9 - 75.1	63.7 - 86.1
marketing director	81.4 - 108.8	92.9 - 126.0	106.5 - 142.9
marketing project manager	33.5 - 44.9	38.6 - 52.6	44.7 - 60.0
marketing specialist	41.7 - 55.1	47.1 - 63.4	53.6 - 71.6

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	61.2 - 80.5	68.6 - 92.0	77.8 - 104.8
communications vp	88.9 - 137.1	119.5 - 184.4	152.1 - 234.7
marketing vp	113.3 - 176.9	158.2 - 247.0	206.3 - 322.0
sales manager*	86.8 - 112.7	108.2 - 140.4	132.1 - 171.5
sales vice-president/general manager**	129.7 - 188.1	176.8 - 256.3	227.6 - 329.9

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	43.7 - 54.6	47.3 - 60.3	52.1 - 67.4
account manager – technologies, software*	45.6 - 57.0	49.3 - 62.9	54.3 - 70.3
business development manager*	87.7 - 117.4	98.8 - 135.3	113.2 - 156.5
district sales manager**	67.7 - 88.2	77.4 - 102.9	89.4 - 118.4
key accounts manager – consumer goods*	57.1 - 74.1	65.0 - 85.9	74.5 - 98.6
merchandiser – consumer goods	53.3 - 70.0	59.7 - 80.1	67.7 - 91.4
sales engineer – technologies, software, hardware, telecommunications**	63.2 - 83.1	69.6 - 93.3	77.6 - 104.4
sales representative/account manager/territory manager – channel manager*	65.4 - 87.0	73.2 - 99.5	83.0 - 113.1
sales representative/account manager/territory manager – consumer goods*	45.8 - 57.0	49.2 - 62.6	54.0 - 69.9
sales representative/account manager/territory manager – professional services*	42.0 - 52.5	45.4 - 58.0	50.0 - 64.8
sales representative/account manager/territory manager – telecommunications*	44.1 - 55.2	47.8 - 60.9	52.6 - 68.1
virtual sales representative/internal sales representative – technologies*	47.9 - 65.0	52.6 - 72.8	58.5 - 81.9

digital marketing

digital marketing manager	58.5 - 74.9	67.6 - 88.1	78.4 - 100.3
digital media specialist	34.3 - 44.0	40.0 - 52.3	46.8 - 59.9
digital specialist	41.0 - 54.8	47.9 - 65.1	56.2 - 75.0
e-commerce manager	72.9 - 95.9	81.6 - 109.6	92.7 - 124.9
marketing content manager	44.4 - 57.3	51.9 - 68.2	60.8 - 78.4
social media manager	53.3 - 65.9	65.6 - 77.9	76.9 - 91.6
web manager	59.4 - 77.9	66.4 - 89.1	75.3 - 101.7
web marketing analyst	44.1 - 58.4	50.8 - 68.5	58.9 - 78.4

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative/account manager/territory manager – specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
sales representative/account manager/territory manager – machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative/account manager/territory manager – industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative/account manager/territory manager – industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative/account manager/territory manager – distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
technical representative – distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
sales engineer – distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales representative/account manager/territory manager – manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
technical sales representative – manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
sales engineer – manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3

marketing and communications

brand or product manager	74.8 - 96.9	83.4 - 110.1	94.0 - 123.8
brand or product manager assistant	59.3 - 80.5	69.4 - 95.5	81.0 - 109.6
communications manager	52.9 - 70.5	60.4 - 82.1	69.5 - 93.3
communications specialist	46.1 - 63.4	55.1 - 76.6	65.2 - 88.2
marketing coordinator	48.4 - 64.8	55.8 - 76.2	64.6 - 87.5
marketing director	83.6 - 111.3	95.2 - 128.8	109.0 - 145.8
marketing project manager	34.7 - 46.4	40.0 - 54.3	46.2 - 61.9
marketing specialist	42.5 - 56.0	47.9 - 64.3	54.5 - 72.7

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	62.1 - 81.6	69.5 - 93.2	78.8 - 106.3
communications vp	90.5 - 139.2	121.5 - 186.8	154.2 - 237.5
marketing vp	115.9 - 180.2	161.2 - 251.0	209.8 - 326.6
sales manager*	89.0 - 115.1	110.6 - 143.1	134.7 - 174.4
sales vice-president/general manager**	132.5 - 191.5	180.0 - 260.3	231.4 - 334.5

ontario

ajax-pickering-oshawa-whitby

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	47.9 - 59.6	51.7 - 65.7	56.9 - 73.3
account manager – technologies, software*	49.9 - 62.1	53.9 - 68.5	59.2 - 76.4
business development manager*	95.5 - 126.6	107.2 - 145.3	122.2 - 167.2
district sales manager**	73.7 - 95.3	84.1 - 110.7	96.6 - 126.7
key accounts manager – consumer goods*	62.3 - 80.3	70.7 - 92.8	80.8 - 106.2
merchandiser – consumer goods	58.7 - 76.6	65.6 - 87.3	74.2 - 99.2
sales engineer – technologies, software, hardware, telecommunications**	69.5 - 90.8	76.4 - 101.7	85.0 - 113.5
sales representative/account manager/territory manager – channel manager*	71.3 - 94.1	79.6 - 107.1	90.0 - 121.2
sales representative/account manager/territory manager – consumer goods*	50.7 - 62.8	54.4 - 68.7	59.4 - 76.5
sales representative/account manager/territory manager – professional services*	46.3 - 57.7	50.0 - 63.5	55.0 - 70.8
sales representative/account manager/territory manager – telecommunications*	48.3 - 60.2	52.2 - 66.3	57.4 - 74.0
virtual sales representative/internal sales representative – technologies*	52.4 - 70.7	57.4 - 79.0	63.8 - 88.6

digital marketing

digital marketing manager	64.7 - 82.3	74.5 - 96.2	85.9 - 108.8
digital media specialist	37.9 - 48.6	44.2 - 57.6	51.6 - 65.9
digital specialist	45.4 - 60.3	52.9 - 71.5	61.8 - 82.0
e-commerce manager	79.3 - 103.3	88.5 - 117.6	100.0 - 133.5
marketing content manager	49.4 - 63.4	57.7 - 75.2	67.3 - 86.0
social media manager	58.3 - 71.1	70.8 - 84.5	84.2 - 98.9
web manager	64.9 - 84.6	72.4 - 96.3	81.9 - 109.4
web marketing analyst	49.1 - 64.6	56.5 - 75.5	65.2 - 86.0

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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	81.3 - 104.4	90.3 - 118.1	101.4 - 132.4
brand or product manager assistant	64.9 - 87.4	75.7 - 103.2	87.9 - 117.9
communications manager	58.3 - 77.3	66.5 - 89.6	76.2 - 101.4
communications specialist	50.2 - 68.6	59.7 - 82.5	70.5 - 94.5
marketing coordinator	53.3 - 71.2	61.4 - 83.3	70.9 - 95.1
marketing director	90.5 - 119.4	102.7 - 137.6	117.0 - 155.4
marketing project manager	38.1 - 50.8	43.9 - 59.4	50.6 - 67.5
marketing specialist	46.9 - 61.6	52.8 - 70.6	60.0 - 79.6

company revenue

	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	68.7 - 89.7	76.7 - 102.1	86.7 - 116.0
communications vp	99.3 - 150.6	132.0 - 199.7	166.2 - 251.4
marketing vp	124.2 - 190.4	171.1 - 262.2	220.6 - 338.2
sales manager*	95.8 - 122.9	118.0 - 151.5	142.8 - 183.3
sales vice-president/general manager**	141.5 - 201.9	190.3 - 271.7	242.4 - 346.1

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	49.2 - 61.1	53.1 - 67.3	58.3 - 74.9
account manager – technologies, software*	51.2 - 63.7	55.3 - 70.0	60.7 - 78.0
business development manager*	97.5 - 128.9	109.2 - 147.9	124.4 - 170.4
district sales manager**	74.5 - 96.2	84.9 - 111.8	97.6 - 128.1
key accounts manager – consumer goods*	63.8 - 82.0	72.3 - 94.6	82.5 - 108.0
merchandiser – consumer goods	60.4 - 78.6	67.3 - 89.3	76.0 - 101.3
sales engineer – technologies, software, hardware, telecommunications**	71.6 - 93.1	78.5 - 104.0	87.3 - 115.9
sales representative/account manager/territory manager – channel manager*	72.0 - 95.0	80.4 - 108.2	90.8 - 122.6
sales representative/account manager/territory manager – consumer goods*	51.8 - 64.1	55.5 - 70.1	60.7 - 78.0
sales representative/account manager/territory manager – professional services*	48.2 - 60.0	52.1 - 66.1	57.2 - 73.6
sales representative/account manager/territory manager – telecommunications*	49.7 - 61.7	53.6 - 67.9	58.9 - 75.6
virtual sales representative/internal sales representative – technologies*	53.8 - 72.3	58.9 - 80.7	65.3 - 90.3

digital marketing

digital marketing manager	65.5 - 83.1	75.3 - 97.1	86.7 - 110.0
digital media specialist	39.0 - 50.0	45.5 - 59.2	53.1 - 67.6
digital specialist	46.7 - 62.0	54.4 - 73.3	63.5 - 84.0
e-commerce manager	80.0 - 104.4	89.3 - 118.9	101.0 - 135.0
marketing content manager	50.2 - 64.2	58.4 - 75.9	68.1 - 86.8
social media manager	59.1 - 69.3	68.7 - 84.2	83.3 - 99.8
web manager	65.6 - 85.4	73.1 - 97.2	82.6 - 110.5
web marketing analyst	49.9 - 65.4	57.2 - 76.3	65.9 - 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	82.1 - 105.5	91.2 - 119.3	102.4 - 133.9
brand or product manager assistant	66.9 - 90.0	78.0 - 106.2	90.5 - 121.3
communications manager	60.0 - 79.2	68.3 - 91.6	78.2 - 103.5
communications specialist	51.9 - 70.6	61.6 - 84.7	72.6 - 97.0
marketing coordinator	54.9 - 73.0	63.1 - 85.2	72.8 - 97.2
marketing director	91.4 - 120.7	103.7 - 139.2	118.2 - 157.4
marketing project manager	38.7 - 51.6	44.6 - 60.2	51.4 - 68.3
marketing specialist	48.3 - 63.3	54.4 - 72.5	61.7 - 81.5

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	70.7 - 92.3	78.9 - 105.1	89.2 - 119.3
communications vp	102.0 - 154.7	135.7 - 204.7	170.8 - 256.6
marketing vp	125.5 - 192.9	173.5 - 264.7	223.1 - 340.4
sales manager*	96.7 - 124.4	119.4 - 153.6	144.8 - 185.3
sales vice-president/general manager**	143.1 - 204.5	192.8 - 274.1	244.9 - 348.2

ontario

guelph

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	47.4 - 58.7	51.1 - 64.5	56.0 - 71.8
account manager – technologies, software*	49.3 - 61.1	53.2 - 67.2	58.3 - 74.8
business development manager*	92.3 - 122.1	103.4 - 140.2	117.8 - 161.7
district sales manager**	72.0 - 92.8	82.0 - 107.7	94.1 - 123.3
key accounts manager – consumer goods*	61.3 - 78.6	69.3 - 90.5	79.1 - 103.3
merchandiser – consumer goods	57.2 - 74.3	63.7 - 84.4	71.9 - 95.6
sales engineer – technologies, software, hardware, telecommunications**	68.2 - 88.7	74.8 - 99.1	83.1 - 110.5
sales representative/account manager/territory manager – channel manager*	69.7 - 91.7	77.7 - 104.2	87.7 - 118.0
sales representative/account manager/territory manager – consumer goods*	49.4 - 60.9	52.9 - 66.6	57.8 - 74.0
sales representative/account manager/territory manager – professional services*	45.7 - 56.7	49.3 - 62.3	54.1 - 69.3
sales representative/account manager/territory manager – telecommunications*	47.8 - 59.3	51.6 - 65.2	56.6 - 72.5
virtual sales representative/internal sales representative – technologies*	51.7 - 69.4	56.6 - 77.3	62.7 - 86.5

digital marketing

digital marketing manager	63.5 - 80.4	72.9 - 93.8	83.9 - 106.2
digital media specialist	37.3 - 47.5	43.3 - 56.1	50.4 - 64.0
digital specialist	44.4 - 58.7	51.6 - 69.4	60.2 - 79.4
e-commerce manager	77.4 - 100.6	86.2 - 114.4	97.4 - 129.9
marketing content manager	48.8 - 62.2	56.7 - 73.5	66.0 - 83.9
social media manager	57.2 - 70.1	69.4 - 82.7	82.4 - 96.3
web manager	63.5 - 82.5	70.7 - 93.7	79.8 - 106.5
web marketing analyst	48.5 - 63.4	55.5 - 73.8	63.9 - 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	79.3 - 101.7	88.0 - 114.9	98.7 - 128.8
brand or product manager assistant	63.7 - 85.4	74.1 - 100.6	85.8 - 114.8
communications manager	57.0 - 75.0	64.7 - 86.7	74.0 - 98.0
communications specialist	50.0 - 67.8	59.2 - 81.3	69.6 - 93.0
marketing coordinator	52.1 - 69.1	59.8 - 80.5	68.9 - 91.8
marketing director	88.2 - 116.2	99.9 - 133.8	113.8 - 151.2
marketing project manager	37.8 - 50.0	43.4 - 58.2	49.8 - 66.0
marketing specialist	45.9 - 60.0	51.6 - 68.6	58.4 - 77.0

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	67.1 - 87.1	74.8 - 99.0	84.3 - 112.1
communications vp	96.1 - 145.7	127.6 - 194.2	161.0 - 245.4
marketing vp	120.8 - 185.9	166.8 - 257.3	215.9 - 333.2
sales manager*	93.2 - 119.6	114.8 - 147.8	139.2 - 179.4
sales vice-president/general manager**	137.6 - 197.4	185.8 - 266.7	237.6 - 341.1

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	47.1 - 58.6	50.9 - 64.6	55.9 - 72.0
account manager – technologies, software*	49.0 - 61.0	53.0 - 67.3	58.2 - 75.0
business development manager*	94.0 - 124.9	105.6 - 143.3	120.5 - 165.0
district sales manager**	71.6 - 92.9	81.8 - 108.1	94.2 - 124.0
key accounts manager – consumer goods*	61.2 - 79.0	69.5 - 91.3	79.5 - 104.5
merchandiser – consumer goods	57.1 - 74.6	63.8 - 85.0	72.1 - 96.6
sales engineer – technologies, software, hardware, telecommunications**	68.2 - 89.2	75.0 - 100.0	83.5 - 111.7
sales representative/account manager/territory manager – channel manager*	69.2 - 91.7	77.4 - 104.6	87.6 - 118.6
sales representative/account manager/territory manager – consumer goods*	49.2 - 61.1	52.8 - 66.9	57.8 - 74.5
sales representative/account manager/territory manager – professional services*	45.5 - 56.6	49.1 - 62.4	54.0 - 69.5
sales representative/account manager/territory manager – telecommunications*	47.5 - 59.2	51.3 - 65.2	56.4 - 72.7
virtual sales representative/internal sales representative – technologies*	51.5 - 69.5	56.4 - 77.7	62.6 - 87.1

digital marketing

digital marketing manager	62.3 - 79.3	71.8 - 92.9	82.9 - 105.3
digital media specialist	36.9 - 47.2	43.0 - 56.0	50.1 - 64.0
digital specialist	44.1 - 58.6	51.4 - 69.5	60.1 - 79.8
e-commerce manager	77.0 - 100.9	86.1 - 115.0	97.5 - 130.7
marketing content manager	47.5 - 61.0	55.5 - 72.4	64.8 - 82.9
social media manager	56.6 - 69.7	69.1 - 82.9	82.2 - 96.4
web manager	62.9 - 82.3	70.3 - 93.8	79.6 - 106.9
web marketing analyst	47.2 - 62.2	54.3 - 72.7	62.7 - 82.9

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	79.1 - 101.9	87.9 - 115.5	98.9 - 129.6
brand or product manager assistant	62.9 - 84.8	73.4 - 100.2	85.3 - 114.5
communications manager	57.4 - 76.0	65.4 - 88.2	74.9 - 99.9
communications specialist	48.8 - 66.7	58.1 - 80.3	68.6 - 92.2
marketing coordinator	51.9 - 69.2	59.7 - 81.0	69.0 - 92.6
marketing director	88.1 - 116.8	100.2 - 134.7	114.4 - 152.2
marketing project manager	36.9 - 49.3	42.5 - 57.6	49.1 - 65.5
marketing specialist	45.6 - 59.9	51.4 - 68.7	58.3 - 77.4

company revenue

	10 M\$	100 M\$	1,000 M\$
	executive positions		
branch manager**	66.5 - 87.0	74.3 - 99.2	84.1 - 112.7
communications vp	95.4 - 145.3	127.2 - 193.7	160.7 - 244.9
marketing vp	121.5 - 187.0	167.8 - 258.6	217.1 - 334.5
sales manager*	93.5 - 120.4	115.6 - 148.7	140.1 - 180.4
sales vice-president/general manager**	138.5 - 198.5	186.9 - 268.0	238.8 - 342.4

ontario

kitchener-waterloo

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	45.8 - 57.0	49.5 - 62.7	54.3 - 70.0
account manager – technologies, software*	47.7 - 59.3	51.5 - 65.3	56.6 - 72.9
business development manager*	91.9 - 122.2	103.3 - 140.3	117.9 - 161.9
district sales manager**	69.6 - 90.1	79.4 - 104.9	91.4 - 120.3
key accounts manager – consumer goods*	59.5 - 76.7	67.5 - 88.6	77.1 - 101.4
merchandiser – consumer goods	56.1 - 73.1	62.6 - 83.3	70.8 - 94.7
sales engineer – technologies, software, hardware, telecommunications**	66.2 - 86.4	72.7 - 96.7	80.9 - 108.0
sales representative/account manager/territory manager – channel manager*	67.3 - 89.0	75.2 - 101.4	85.0 - 115.1
sales representative/account manager/territory manager – consumer goods*	48.6 - 60.1	52.1 - 65.8	56.9 - 73.3
sales representative/account manager/territory manager – professional services*	44.3 - 55.0	47.8 - 60.6	52.5 - 67.5
sales representative/account manager/territory manager – telecommunications*	46.3 - 57.5	49.9 - 63.3	54.9 - 70.6
virtual sales representative/internal sales representative – technologies*	50.1 - 67.5	54.8 - 75.4	60.9 - 84.5

digital marketing

digital marketing manager	61.6 - 78.4	70.9 - 91.8	81.9 - 104.1
digital media specialist	36.4 - 46.5	42.3 - 55.0	49.3 - 62.9
digital specialist	43.4 - 57.6	50.5 - 68.2	59.0 - 78.3
e-commerce manager	74.9 - 97.8	83.6 - 111.6	94.6 - 126.9
marketing content manager	47.1 - 60.3	54.8 - 71.5	64.0 - 81.9
social media manager	55.1 - 67.8	66.1 - 79.2	79.1 - 93.6
web manager	61.3 - 79.9	68.3 - 91.0	77.3 - 103.7
web marketing analyst	46.8 - 61.5	53.7 - 71.9	62.0 - 81.9

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	76.8 - 98.9	85.4 - 112.0	96.0 - 125.8
brand or product manager assistant	62.2 - 83.9	72.6 - 99.1	84.3 - 113.4
communications manager	56.2 - 74.3	64.0 - 86.2	73.3 - 97.7
communications specialist	48.3 - 65.9	57.4 - 79.3	67.7 - 91.0
marketing coordinator	51.0 - 67.9	58.6 - 79.4	67.7 - 90.8
marketing director	85.6 - 113.3	97.2 - 130.8	110.9 - 148.1
marketing project manager	36.2 - 48.1	41.6 - 56.1	47.9 - 63.8
marketing specialist	44.9 - 58.8	50.5 - 67.4	57.3 - 75.9

company revenue

10 M\$ 100 M\$ 1,000 M\$

executive positions

branch manager**	65.5 - 85.7	73.2 - 97.8	82.9 - 111.2
communications vp	94.5 - 144.0	126.0 - 192.3	159.3 - 243.5
marketing vp	117.9 - 182.6	163.6 - 253.7	212.4 - 329.5
sales manager*	90.7 - 116.9	112.3 - 145.1	136.6 - 176.5
sales vice-president/general manager**	134.6 - 194.0	182.5 - 263.1	234.1 - 337.4

markham

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.3 - 60.3	52.3 - 66.4	57.5 - 74.2
account manager – technologies, software*	50.4 - 62.8	54.5 - 69.2	59.9 - 77.3
business development manager*	95.4 - 126.7	107.1 - 145.5	122.3 - 167.7
district sales manager**	73.2 - 95.0	83.6 - 110.5	96.3 - 126.7
key accounts manager – consumer goods*	63.0 - 81.3	71.5 - 94.1	81.8 - 107.8
merchandiser – consumer goods	59.1 - 77.2	66.0 - 87.9	74.7 - 99.9
sales engineer – technologies, software, hardware, telecommunications**	70.6 - 92.5	77.6 - 103.8	86.5 - 116.0
sales representative/account manager/territory manager – channel manager*	70.8 - 93.8	79.2 - 106.9	89.6 - 121.2
sales representative/account manager/territory manager – consumer goods*	50.7 - 62.8	54.4 - 68.8	59.5 - 76.7
sales representative/account manager/territory manager – professional services*	46.5 - 58.0	50.3 - 63.9	55.2 - 71.2
sales representative/account manager/territory manager – telecommunications*	48.8 - 60.8	52.8 - 67.1	58.0 - 74.9
virtual sales representative/internal sales representative – technologies*	52.9 - 71.6	58.0 - 80.0	64.5 - 89.8

digital marketing

digital marketing manager	64.4 - 82.0	74.2 - 95.9	85.6 - 108.8
digital media specialist	38.0 - 48.9	44.4 - 57.9	51.9 - 66.3
digital specialist	45.6 - 60.7	53.2 - 72.0	62.2 - 82.6
e-commerce manager	78.8 - 103.1	88.1 - 117.5	99.7 - 133.6
marketing content manager	49.2 - 63.1	57.4 - 74.8	67.0 - 85.7
social media manager	57.9 - 71.3	71.2 - 84.0	83.6 - 98.6
web manager	64.4 - 84.1	71.9 - 95.9	81.4 - 109.2
web marketing analyst	48.9 - 64.3	56.2 - 75.2	64.8 - 85.6

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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	80.8 - 104.2	89.9 - 118.0	101.1 - 132.4
brand or product manager assistant	65.2 - 88.1	76.2 - 104.1	88.5 - 119.0
communications manager	58.1 - 77.0	66.2 - 89.4	75.9 - 101.4
communications specialist	51.2 - 69.9	60.9 - 84.3	71.9 - 96.8
marketing coordinator	53.7 - 71.6	61.8 - 83.8	71.4 - 95.8
marketing director	90.1 - 119.3	102.4 - 137.7	116.9 - 155.6
marketing project manager	37.8 - 50.5	43.6 - 59.0	50.3 - 67.0
marketing specialist	47.2 - 62.0	53.2 - 71.1	60.4 - 80.1

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	68.5 - 89.5	76.5 - 102.1	86.6 - 116.0
communications vp	99.9 - 151.9	133.2 - 201.5	167.8 - 253.2
marketing vp	124.2 - 190.9	171.5 - 262.6	221.1 - 338.4
sales manager*	95.6 - 123.0	118.1 - 151.9	143.2 - 183.6
sales vice-president/general manager**	141.6 - 202.4	190.8 - 272.0	242.8 - 346.3

ontario

mississauga

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.8
account manager – technologies, software*	48.8 - 60.8	52.7 - 67.0	58.0 - 74.8
business development manager*	94.2 - 125.1	105.8 - 143.5	120.7 - 165.0
district sales manager**	72.5 - 94.0	82.8 - 109.3	95.3 - 125.3
key accounts manager – consumer goods*	60.9 - 78.7	69.2 - 91.0	79.2 - 104.2
merchandiser – consumer goods	57.8 - 75.6	64.6 - 86.2	73.1 - 98.0
sales engineer – technologies, software, hardware, telecommunications**	67.8 - 88.7	74.5 - 99.3	83.0 - 110.9
sales representative/account manager/territory manager – channel manager*	70.1 - 92.8	78.4 - 105.8	88.6 - 119.9
sales representative/account manager/territory manager – consumer goods*	49.7 - 61.6	53.3 - 67.5	58.3 - 75.2
sales representative/account manager/territory manager – professional services*	45.3 - 56.4	49.0 - 62.2	53.8 - 69.3
sales representative/account manager/territory manager – telecommunications*	47.3 - 58.9	51.1 - 64.9	56.2 - 72.5
virtual sales representative/internal sales representative – technologies*	51.2 - 69.3	56.1 - 77.4	62.4 - 86.9

digital marketing

digital marketing manager	63.2 - 80.6	72.8 - 94.4	84.2 - 107.1
digital media specialist	37.2 - 47.7	43.4 - 56.6	50.7 - 64.9
digital specialist	44.5 - 59.3	52.0 - 70.4	60.8 - 80.9
e-commerce manager	78.0 - 102.0	87.2 - 116.3	98.7 - 132.0
marketing content manager	48.1 - 61.9	56.2 - 73.4	65.7 - 84.2
social media manager	57.3 - 70.6	60.7 - 83.6	83.2 - 97.5
web manager	63.7 - 83.3	71.2 - 94.9	80.6 - 108.1
web marketing analyst	47.8 - 63.1	55.0 - 73.8	63.6 - 84.2

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	80.0 - 103.1	89.0 - 116.7	100.1 - 130.9
brand or product manager assistant	64.2 - 86.6	74.9 - 102.3	87.1 - 116.9
communications manager	57.3 - 76.0	65.3 - 88.3	75.0 - 100.1
communications specialist	49.6 - 67.9	59.1 - 81.9	69.8 - 94.0
marketing coordinator	52.5 - 70.1	60.4 - 82.2	69.9 - 94.0
marketing director	89.2 - 118.0	101.3 - 136.0	115.6 - 153.5
marketing project manager	37.5 - 49.9	43.1 - 58.4	49.7 - 66.3
marketing specialist	46.1 - 60.6	52.0 - 69.6	59.0 - 78.5

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	67.0 - 87.8	74.9 - 100.2	84.9 - 113.9
communications vp	97.4 - 147.8	129.6 - 196.5	163.2 - 248.0
marketing vp	122.8 - 188.3	169.0 - 260.1	218.5 - 336.3
sales manager*	94.6 - 121.5	116.7 - 149.8	141.1 - 181.5
sales vice-president/general manager**	139.8 - 199.8	188.2 - 269.6	240.3 - 344.2

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.2 - 60.0	52.0 - 66.1	57.2 - 73.7
account manager – technologies, software*	50.2 - 62.5	54.2 - 68.8	59.6 - 76.7
business development manager*	96.7 - 128.0	108.5 - 146.5	123.6 - 168.3
district sales manager**	73.3 - 94.7	83.6 - 110.0	96.1 - 126.0
key accounts manager – consumer goods*	62.6 - 80.7	71.0 - 93.1	81.2 - 106.4
merchandiser – consumer goods	59.6 - 77.7	66.5 - 88.5	75.2 - 100.5
sales engineer – technologies, software, hardware, telecommunications**	70.6 - 92.2	77.5 - 103.2	86.3 - 115.1
sales representative/account manager/territory manager – channel manager*	70.9 - 93.6	79.2 - 106.5	89.4 - 120.6
sales representative/account manager/territory manager – consumer goods*	50.3 - 62.3	53.9 - 68.2	59.0 - 75.9
sales representative/account manager/territory manager – professional services*	46.9 - 58.3	50.7 - 64.3	55.6 - 71.5
sales representative/account manager/territory manager – telecommunications*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
virtual sales representative/internal sales representative – technologies*	52.7 - 71.1	57.7 - 79.4	64.1 - 88.9

digital marketing

digital marketing manager	65.1 - 82.8	74.9 - 96.8	86.5 - 109.7
digital media specialist	38.5 - 49.4	44.9 - 58.5	52.4 - 66.8
digital specialist	46.1 - 61.2	53.7 - 72.5	62.7 - 83.1
e-commerce manager	78.8 - 102.8	87.9 - 117.0	99.4 - 132.7
marketing content manager	49.8 - 63.8	58.0 - 75.6	67.7 - 86.5
social media manager	58.0 - 71.3	67.8 - 84.3	84.0 - 98.3
web manager	64.5 - 84.1	71.9 - 95.7	81.4 - 108.8
web marketing analyst	49.5 - 65.0	56.8 - 76.0	65.5 - 86.5

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

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative/account manager/territory manager – specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
sales representative/account manager/territory manager – machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative/account manager/territory manager – industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative/account manager/territory manager – industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative/account manager/territory manager – distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
technical representative – distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
sales engineer – distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales representative/account manager/territory manager – manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
technical sales representative – manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
sales engineer – manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5

marketing and communications

brand or product manager	80.8 - 103.8	89.8 - 117.4	100.8 - 131.6
brand or product manager assistant	65.8 - 88.5	76.7 - 104.4	89.0 - 119.2
communications manager	59.3 - 78.3	67.4 - 90.8	77.3 - 102.7
communications specialist	51.3 - 70.1	61.0 - 84.2	72.0 - 96.5
marketing coordinator	54.2 - 72.2	62.3 - 84.4	72.0 - 96.4
marketing director	90.0 - 118.7	102.1 - 136.7	116.3 - 154.3
marketing project manager	37.9 - 50.5	43.7 - 59.1	50.3 - 67.1
marketing specialist	47.7 - 62.5	53.7 - 71.6	60.9 - 80.7

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	68.5 - 89.4	76.5 - 101.8	86.5 - 115.4
communications vp	99.8 - 150.8	132.5 - 199.6	166.3 - 250.9
marketing vp	123.5 - 188.9	169.8 - 260.2	218.9 - 335.6
sales manager*	95.2 - 122.2	117.3 - 150.4	141.7 - 181.8
sales vice-president/general manager**	140.6 - 200.4	188.8 - 269.6	240.5 - 343.5

ontario

toronto

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.8 - 60.9	52.8 - 67.2	58.1 - 75.1
account manager – technologies, software*	50.9 - 63.5	55.0 - 70.1	60.6 - 78.2
business development manager*	99.0 - 131.5	111.2 - 150.8	126.9 - 173.6
district sales manager**	75.2 - 97.6	85.9 - 113.5	99.0 - 130.1
key accounts manager – consumer goods*	63.7 - 82.3	72.4 - 95.1	82.8 - 108.7
merchandiser – consumer goods	60.2 - 78.9	67.4 - 90.0	76.3 - 102.4
sales engineer – technologies, software, hardware, telecommunications**	71.7 - 94.1	78.9 - 105.6	88.0 - 118.1
sales representative/account manager/territory manager – channel manager*	72.7 - 96.4	81.3 - 109.8	92.0 - 124.5
sales representative/account manager/territory manager – consumer goods*	50.8 - 63.1	54.6 - 69.2	59.8 - 77.2
sales representative/account manager/territory manager – professional services*	47.5 - 59.4	51.4 - 65.5	56.6 - 73.0
sales representative/account manager/territory manager – telecommunications*	49.2 - 61.5	53.3 - 67.9	58.6 - 75.8
virtual sales representative/internal sales representative – technologies*	53.4 - 72.5	58.6 - 81.0	65.2 - 90.8

digital marketing

digital marketing manager	65.1 - 83.0	75.1 - 97.3	86.8 - 110.4
digital media specialist	38.5 - 49.7	45.1 - 59.1	52.8 - 67.7
digital specialist	46.4 - 61.9	54.2 - 73.5	63.5 - 84.5
e-commerce manager	80.9 - 105.9	90.5 - 120.7	102.5 - 137.1
marketing content manager	49.6 - 63.8	58.0 - 75.7	67.7 - 86.8
social media manager	59.2 - 73.1	73.0 - 86.5	86.3 - 101.2
web manager	66.0 - 86.4	73.8 - 98.6	83.6 - 112.2
web marketing analyst	49.3 - 65.0	56.7 - 76.1	65.5 - 86.8

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	83.0 - 107.1	92.4 - 121.2	103.9 - 135.9
brand or product manager assistant	65.8 - 88.8	76.8 - 105.0	89.3 - 120.0
communications manager	60.1 - 79.8	68.5 - 92.8	78.7 - 105.2
communications specialist	51.6 - 70.8	61.6 - 85.2	72.8 - 97.7
marketing coordinator	54.7 - 73.2	63.1 - 85.8	73.0 - 98.2
marketing director	92.6 - 122.6	105.2 - 141.3	120.1 - 159.7
marketing project manager	38.4 - 51.5	44.4 - 60.4	51.3 - 68.7
marketing specialist	48.0 - 63.3	54.2 - 72.6	61.6 - 82.0

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	70.4 - 92.3	78.7 - 105.3	89.2 - 119.7
communications vp	102.7 - 156.0	136.8 - 206.4	172.3 - 258.3
marketing vp	127.5 - 195.5	176.0 - 267.5	225.9 - 343.0
sales manager*	98.2 - 126.3	121.2 - 155.7	146.9 - 187.6
sales vice-president/general manager**	145.3 - 207.2	195.4 - 276.9	247.7 - 350.9

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	48.0 - 59.8	51.9 - 66.0	57.1 - 73.6
account manager – technologies, software*	50.0 - 62.4	54.1 - 68.7	59.5 - 76.7
business development manager*	94.7 - 126.0	106.4 - 144.7	121.5 - 166.9
district sales manager**	72.7 - 94.3	83.0 - 109.8	95.6 - 126.0
key accounts manager – consumer goods*	62.5 - 80.8	71.0 - 93.4	81.3 - 107.1
merchandiser – consumer goods	58.7 - 76.6	65.5 - 87.3	74.1 - 99.2
sales engineer – technologies, software, hardware, telecommunications**	70.1 - 91.9	77.1 - 103.1	85.9 - 115.2
sales representative/account manager/territory manager – channel manager*	70.3 - 93.1	78.6 - 106.2	88.9 - 120.5
sales representative/account manager/territory manager – consumer goods*	50.3 - 62.4	54.0 - 68.3	59.1 - 76.2
sales representative/account manager/territory manager – professional services*	46.2 - 57.6	49.9 - 63.4	54.9 - 70.7
sales representative/account manager/territory manager – telecommunications*	48.5 - 60.4	52.4 - 66.6	57.6 - 74.3
virtual sales representative/internal sales representative – technologies*	52.5 - 71.0	57.6 - 79.4	64.0 - 89.2

digital marketing

digital marketing manager	64.0 - 81.4	73.7 - 95.3	85.0 - 108.1
digital media specialist	37.8 - 48.5	44.1 - 57.5	51.5 - 65.8
digital specialist	45.3 - 60.2	52.8 - 71.4	61.8 - 82.0
e-commerce manager	78.2 - 102.4	87.4 - 116.8	99.0 - 132.8
marketing content manager	48.8 - 62.7	57.0 - 74.3	66.5 - 85.1
social media manager	57.5 - 70.8	70.1 - 83.9	83.5 - 97.9
web manager	63.9 - 83.5	71.4 - 95.3	80.8 - 108.5
web marketing analyst	48.5 - 63.9	55.8 - 74.7	64.4 - 85.1

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative/account manager/territory manager – specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
sales representative/account manager/territory manager – machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative/account manager/territory manager – industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative/account manager/territory manager – industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative/account manager/territory manager – distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
technical representative – distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
sales engineer – distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales representative/account manager/territory manager – manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
technical sales representative – manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
sales engineer – manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4

marketing and communications

brand or product manager	80.3 - 103.5	89.3 - 117.3	100.4 - 131.6
brand or product manager assistant	64.8 - 87.5	75.6 - 103.4	87.9 - 118.2
communications manager	57.7 - 76.5	65.7 - 88.8	75.4 - 100.7
communications specialist	50.9 - 69.5	60.5 - 83.7	71.4 - 96.2
marketing coordinator	53.3 - 71.1	61.4 - 83.3	70.9 - 95.2
marketing director	89.5 - 118.6	101.7 - 136.9	116.1 - 154.8
marketing project manager	37.6 - 50.1	43.3 - 58.6	49.9 - 66.6
marketing specialist	46.9 - 61.6	52.8 - 70.6	59.9 - 79.6

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	68.0 - 88.9	76.0 - 101.4	86.0 - 115.3
communications vp	99.3 - 151.1	132.4 - 200.7	167.0 - 252.4
marketing vp	123.4 - 190.1	170.7 - 261.8	220.3 - 337.6
sales manager*	95.0 - 122.3	117.5 - 151.3	142.5 - 183.0
sales vice-president/general manager**	140.8 - 201.6	190.0 - 271.2	242.1 - 345.5

québec

laval

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	44.9 - 56.1	48.6 - 61.9	53.5 - 69.2
account manager – technologies, software*	46.8 - 58.5	50.6 - 64.5	55.7 - 72.1
business development manager*	91.0 - 121.3	102.4 - 139.4	117.0 - 160.8
district sales manager**	69.1 - 89.9	79.0 - 104.8	91.2 - 120.4
key accounts manager – consumer goods*	58.6 - 75.9	66.7 - 87.9	76.4 - 100.8
merchandiser – consumer goods	55.5 - 72.7	62.0 - 82.9	70.3 - 94.4
sales engineer – technologies, software, hardware, telecommunications**	65.4 - 86.0	72.0 - 96.6	80.3 - 108.1
sales representative/account manager/territory manager – channel manager*	66.8 - 88.8	74.8 - 101.4	84.7 - 115.1
sales representative/account manager/territory manager – consumer goods*	47.3 - 58.8	50.8 - 64.5	55.6 - 72.0
sales representative/account manager/territory manager – professional services*	43.5 - 54.3	47.0 - 59.9	51.7 - 66.8
sales representative/account manager/territory manager – telecommunications*	45.3 - 56.7	49.1 - 62.5	54.0 - 69.8
virtual sales representative/internal sales representative – technologies*	49.2 - 66.7	54.0 - 74.6	60.0 - 83.8

digital marketing

digital marketing manager	60.1 - 76.8	69.3 - 90.2	80.3 - 102.6
digital media specialist	35.6 - 45.8	41.6 - 54.4	48.6 - 62.3
digital specialist	42.7 - 57.0	49.9 - 67.7	58.4 - 77.8
e-commerce manager	74.4 - 97.7	83.3 - 111.6	94.5 - 127.0
marketing content manager	45.7 - 58.9	53.4 - 69.9	62.5 - 80.3
social media manager	54.5 - 67.3	64.3 - 79.5	79.2 - 93.4
web manager	60.7 - 79.5	67.8 - 90.8	76.9 - 103.6
web marketing analyst	45.4 - 60.0	52.3 - 70.3	60.5 - 80.3

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

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	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative/account manager/territory manager – specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
sales representative/account manager/territory manager – machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative/account manager/territory manager – industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative/account manager/territory manager – industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative/account manager/territory manager – distribution*	40.5 - 48.3	45.8 - 58.4	55.1 - 65.3
technical representative – distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
sales engineer – distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales representative/account manager/territory manager – manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
technical sales representative – manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
sales engineer – manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5

marketing and communications

brand or product manager	76.4 - 98.8	85.1 - 112.0	95.8 - 125.9
brand or product manager assistant	61.0 - 82.7	71.4 - 97.9	83.1 - 112.1
communications manager	55.3 - 73.4	63.0 - 85.3	72.4 - 96.8
communications specialist	47.6 - 65.3	56.8 - 78.7	67.1 - 90.5
marketing coordinator	50.3 - 67.4	58.0 - 79.0	67.2 - 90.5
marketing director	85.3 - 113.3	97.0 - 130.9	110.9 - 148.1
marketing project manager	35.4 - 47.4	40.8 - 55.5	47.2 - 63.2
marketing specialist	44.2 - 58.2	49.9 - 66.9	56.7 - 75.4

company revenue

	company revenue		
	10 M\$	100 M\$	1,000 M\$
executive positions			
branch manager**	64.7 - 84.8	72.3 - 96.9	82.0 - 110.3
communications vp	93.0 - 142.1	124.3 - 190.0	157.3 - 240.8
marketing vp	117.9 - 182.4	163.5 - 253.3	212.1 - 328.6
sales manager*	90.7 - 117.0	112.3 - 145.0	136.5 - 176.3
sales vice-president/general manager**	134.6 - 193.8	182.3 - 262.6	233.7 - 336.5

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	45.4 - 56.6	49.1 - 62.5	54.0 - 69.8
account manager – technologies, software*	47.3 - 59.0	51.1 - 65.1	56.3 - 72.7
business development manager*	91.2 - 121.4	102.5 - 139.5	117.1 - 160.9
district sales manager**	69.0 - 90.0	79.0 - 104.9	91.2 - 120.6
key accounts manager – consumer goods*	59.2 - 76.6	67.3 - 88.6	77.0 - 101.6
merchandise – consumer goods	55.5 - 72.8	62.1 - 83.1	70.4 - 94.6
sales engineer – technologies, software, hardware, telecommunications**	65.8 - 86.4	72.4 - 97.0	80.8 - 108.5
sales representative/account manager/territory manager – channel manager*	66.7 - 88.8	74.7 - 101.5	84.8 - 115.2
sales representative/account manager/territory manager – consumer goods*	47.4 - 59.0	51.0 - 64.7	55.8 - 72.3
sales representative/account manager/territory manager – professional services*	43.3 - 54.1	46.9 - 59.7	51.6 - 66.6
sales representative/account manager/territory manager – telecommunications*	45.8 - 57.2	49.5 - 63.1	54.5 - 70.4
virtual sales representative/internal sales representative – technologies*	49.6 - 67.3	54.5 - 75.3	60.6 - 84.5

digital marketing

digital marketing manager	61.2 - 78.0	70.5 - 91.5	81.5 - 103.8
digital media specialist	35.5 - 45.8	41.6 - 54.4	48.6 - 62.4
digital specialist	42.7 - 57.0	49.9 - 67.8	58.5 - 78.0
e-commerce manager	74.4 - 97.8	83.3 - 111.7	94.5 - 127.1
marketing content manager	46.6 - 59.9	54.4 - 71.1	63.6 - 81.6
social media manager	54.4 - 67.2	61.2 - 79.5	79.3 - 93.5
web manager	60.6 - 79.5	67.8 - 90.9	76.9 - 103.7
web marketing analyst	46.3 - 61.1	53.3 - 71.5	61.6 - 81.6

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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative/account manager/territory manager – specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
sales representative/account manager/territory manager – machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative/account manager/territory manager – industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative/account manager/territory manager – industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative/account manager/territory manager – distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
technical representative – distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
sales engineer – distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales representative/account manager/territory manager – manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
technical sales representative – manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
sales engineer – manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5

marketing and communications

brand or product manager	76.4 - 98.9	85.1 - 112.2	95.9 - 126.0
brand or product manager assistant	60.8 - 82.3	71.1 - 97.4	82.7 - 111.5
communications manager	55.4 - 73.6	63.2 - 85.5	72.6 - 96.9
communications specialist	48.1 - 65.9	57.3 - 79.4	67.7 - 91.2
marketing coordinator	50.3 - 67.5	58.1 - 79.2	67.3 - 90.7
marketing director	85.3 - 113.4	97.1 - 131.1	111.1 - 148.2
marketing project manager	35.3 - 47.3	40.7 - 55.4	47.1 - 63.1
marketing specialist	44.2 - 58.3	49.9 - 66.9	56.7 - 75.6

company revenue

	10 M\$	100 M\$	1,000 M\$
	executive positions		
branch manager**	64.9 - 85.1	72.6 - 97.2	82.3 - 110.5
communications vp	92.4 - 141.3	123.4 - 189.2	156.4 - 240.1
marketing vp	118.1 - 182.7	163.7 - 253.9	212.6 - 329.7
sales manager*	90.8 - 117.1	112.5 - 145.2	136.7 - 176.7
sales vice-president/general manager**	134.8 - 194.1	182.6 - 263.3	234.2 - 337.6

québec

montréal

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	45.4 - 56.8	49.2 - 62.7	54.1 - 70.1
account manager – technologies, software*	47.4 - 59.2	51.3 - 65.4	56.4 - 73.0
business development manager*	92.3 - 122.9	103.8 - 141.1	118.6 - 162.6
district sales manager**	70.0 - 91.1	80.1 - 106.2	92.4 - 121.9
key accounts manager – consumer goods*	59.4 - 76.9	67.5 - 89.1	77.4 - 102.2
merchandiser – consumer goods	56.2 - 73.6	62.8 - 84.0	71.2 - 95.7
sales engineer – technologies, software, hardware, telecommunications**	66.2 - 87.1	72.9 - 97.8	81.4 - 109.5
sales representative/account manager/territory manager – channel manager*	67.7 - 89.9	75.8 - 102.7	85.9 - 116.6
sales representative/account manager/territory manager – consumer goods*	47.9 - 59.5	51.4 - 65.3	56.3 - 72.9
sales representative/account manager/territory manager – professional services*	44.0 - 55.0	47.6 - 60.7	52.4 - 67.7
sales representative/account manager/territory manager – telecommunications*	45.9 - 57.4	49.7 - 63.3	54.7 - 70.7
virtual sales representative/internal sales representative – technologies*	49.8 - 67.6	54.6 - 75.6	60.8 - 85.0

digital marketing

digital marketing manager	60.8 - 77.8	70.2 - 91.4	81.4 - 103.9
digital media specialist	35.9 - 46.3	42.1 - 55.1	49.2 - 63.1
digital specialist	43.2 - 57.7	50.5 - 68.6	59.2 - 78.8
e-commerce manager	75.4 - 99.0	84.4 - 113.0	95.7 - 128.5
marketing content manager	46.3 - 59.6	54.1 - 70.8	63.3 - 81.4
social media manager	55.1 - 67.1	66.9 - 80.5	79.0 - 94.6
web manager	61.4 - 80.6	68.7 - 92.0	77.9 - 105.0
web marketing analyst	46.0 - 60.7	52.9 - 71.2	61.3 - 81.4

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative/account manager/territory manager – specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
sales representative/account manager/territory manager – machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative/account manager/territory manager – industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative/account manager/territory manager – industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative/account manager/territory manager – distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
technical representative – distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
sales engineer – distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales representative/account manager/territory manager – manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
technical sales representative – manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
sales engineer – manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5

marketing and communications

brand or product manager	77.4 - 100.1	86.2 - 113.5	97.1 - 127.4
brand or product manager assistant	61.8 - 83.7	72.3 - 99.2	84.2 - 113.6
communications manager	56.0 - 74.4	63.8 - 86.4	73.3 - 98.1
communications specialist	48.2 - 66.1	57.5 - 79.7	68.0 - 91.7
marketing coordinator	51.0 - 68.2	58.8 - 80.0	68.0 - 91.7
marketing director	86.4 - 114.8	98.3 - 132.5	112.4 - 149.8
marketing project manager	35.8 - 47.9	41.3 - 56.2	47.7 - 64.0
marketing specialist	44.7 - 59.0	50.5 - 67.7	57.4 - 76.4

company revenue

10 M\$	100 M\$	1,000 M\$
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executive positions

branch manager**	65.5 - 85.9	73.3 - 98.2	83.1 - 111.7
communications vp	94.2 - 143.8	125.9 - 191.9	159.0 - 242.9
marketing vp	119.4 - 184.3	165.2 - 255.4	214.1 - 331.0
sales manager*	91.9 - 118.4	113.7 - 146.5	137.9 - 177.9
sales vice-president/general manager**	136.3 - 195.6	184.1 - 264.7	235.7 - 338.9

	experience		
	entry	mid	senior
corporate sales			
account manager – hardware*	43.4 - 54.3	47.0 - 59.9	51.7 - 67.0
account manager – technologies, software*	45.3 - 56.6	49.0 - 62.5	53.9 - 69.8
business development manager*	87.9 - 117.5	98.9 - 135.3	113.3 - 156.5
district sales manager**	66.5 - 86.8	76.2 - 101.5	88.1 - 116.8
key accounts manager – consumer goods*	56.8 - 73.5	64.6 - 85.2	74.0 - 97.8
merchandiser – consumer goods	53.1 - 69.7	59.4 - 79.7	67.4 - 91.0
sales engineer – technologies, software, hardware, telecommunications**	63.6 - 83.6	70.0 - 93.8	78.1 - 105.1
sales representative/account manager/territory manager – channel manager*	64.3 - 85.7	72.0 - 98.1	81.8 - 111.6
sales representative/account manager/territory manager – consumer goods*	46.0 - 57.0	49.3 - 62.5	54.0 - 69.7
sales representative/account manager/territory manager – professional services*	42.1 - 52.5	45.5 - 58.0	50.1 - 64.7
sales representative/account manager/territory manager – telecommunications*	43.9 - 54.8	47.5 - 60.5	52.3 - 67.6
virtual sales representative/internal sales representative – technologies*	47.6 - 64.6	52.2 - 72.3	58.1 - 81.2

digital marketing

digital marketing manager	57.8 - 73.8	66.7 - 86.7	77.2 - 98.6
digital media specialist	34.2 - 43.8	39.8 - 52.0	46.5 - 59.6
digital specialist	40.9 - 54.5	47.7 - 64.8	55.9 - 74.7
e-commerce manager	71.7 - 94.5	80.4 - 108.1	91.3 - 123.2
marketing content manager	44.0 - 56.6	51.4 - 67.3	60.1 - 77.2
social media manager	52.4 - 74.1	64.7 - 78.8	76.6 - 90.3
web manager	58.3 - 76.7	65.3 - 87.7	74.1 - 100.3
web marketing analyst	43.7 - 57.7	50.3 - 67.6	58.2 - 77.2

* 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

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
industrial sales			
sales representative/account manager/territory manager – retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative/account manager/territory manager – specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
sales representative/account manager/territory manager – machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative/account manager/territory manager – industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative/account manager/territory manager – industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative/account manager/territory manager – distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
technical representative – distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
sales engineer – distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales representative/account manager/territory manager – manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
technical sales representative – manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
sales engineer – manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3

marketing and communications

brand or product manager	73.6 - 95.5	82.1 - 108.5	92.6 - 122.2
brand or product manager assistant	58.9 - 79.9	69.0 - 94.8	80.4 - 108.7
communications manager	53.2 - 70.7	60.7 - 82.3	69.7 - 93.5
communications specialist	45.9 - 63.0	54.8 - 76.1	64.8 - 87.6
marketing coordinator	48.1 - 64.6	55.5 - 75.9	64.4 - 87.1
marketing director	82.3 - 109.8	93.8 - 127.1	107.5 - 144.1
marketing project manager	34.1 - 45.5	39.3 - 53.3	45.3 - 60.8
marketing specialist	42.3 - 55.7	47.7 - 64.0	54.2 - 72.4

company revenue

	10 M\$	100 M\$	1,000 M\$
	executive positions		
branch manager**	62.0 - 81.7	69.5 - 93.5	78.9 - 106.6
communications vp	88.6 - 136.4	118.9 - 183.7	151.4 - 234.1
marketing vp	114.3 - 178.2	159.3 - 248.8	207.8 - 324.3
sales manager*	87.7 - 113.6	109.1 - 141.5	133.1 - 172.7
sales vice-president/general manager**	130.8 - 189.5	178.1 - 258.1	229.3 - 332.2

technologies



alberta

calgary

	experience		
	entry	mid	senior
applications and software			
.net developer	61.7 - 79.7	69.0 - 90.7	77.9 - 101.6
application support analyst	56.6 - 74.4	64.9 - 85.8	73.6 - 96.1
c# developer	68.6 - 88.5	76.6 - 100.3	86.2 - 112.1
devops	72.5 - 82.5	81.0 - 95.3	92.5 - 120.0
erp consultant	68.5 - 74.5	72.5 - 88.0	85.5 - 118.5
erp programmer	68.6 - 88.6	76.8 - 100.8	86.7 - 113.2
implementation analyst	49.7 - 64.9	56.4 - 74.9	64.5 - 84.6
java developer	65.5 - 83.9	72.4 - 94.2	80.8 - 104.9
software developer	75.0 - 98.3	85.7 - 114.0	98.2 - 128.8
web content administrator	50.8 - 65.2	59.3 - 77.2	69.2 - 88.4

architecture

	entry	mid	senior
architect (enterprise)	92.9 - 124.7	106.3 - 144.9	122.3 - 166.1
architect (solutions/technical)	85.4 - 106.7	96.0 - 121.9	108.6 - 136.7
bi data architect	79.8 - 102.6	88.8 - 115.9	99.6 - 129.5
cloud architect	85.7 - 106.9	96.1 - 121.7	108.5 - 136.2
data architect	71.3 - 93.8	82.0 - 109.6	94.6 - 124.8
data warehouse architect	85.1 - 113.4	98.1 - 132.6	113.2 - 150.4

business/systems analysis and other

	entry	mid	senior
business/technical systems analyst	78.5 - 106.9	91.6 - 125.9	106.1 - 143.4
business analyst	69.0 - 89.6	77.9 - 102.9	88.7 - 116.4
digital marketing analyst	54.3 - 73.9	64.3 - 88.2	75.5 - 100.7
functional analyst	60.5 - 71.5	70.0 - 84.5	83.5 - 110.4
pre-sales engineer	79.6 - 88.5	85.0 - 98.5	95.0 - 110.0
systems analyst	69.3 - 88.0	75.7 - 98.0	83.9 - 109.3
technical writer	58.3 - 75.6	67.8 - 89.0	78.6 - 101.0

data/database management

	entry	mid	senior
business intelligence developer	63.5 - 82.5	71.6 - 94.5	81.3 - 106.1
database administrator	67.7 - 90.6	78.4 - 106.5	90.9 - 121.5
database analyst	65.8 - 87.8	75.9 - 102.7	87.6 - 116.5
reports developer	66.7 - 86.1	74.6 - 98.0	84.2 - 109.7

	experience		
	entry	mid	senior
emerging technologies			
ai developer	90.3 - 94.6	93.1 - 115.2	113.2 - 130.0
android developer	62.4 - 84.0	74.0 - 100.4	86.7 - 113.7
cloud engineer	75.1 - 99.4	87.0 - 116.5	100.5 - 131.8
data engineer	71.6 - 95.5	82.5 - 111.7	95.3 - 126.7
full stack developer	78.5 - 88.5	85.6 - 92.2	90.5 - 112.5
ios developer	67.9 - 89.6	78.3 - 104.6	90.1 - 117.9
search engine optimization (seo) expert	56.6 - 75.6	65.3 - 88.3	75.3 - 100.3
ui/ux designer	64.4 - 82.8	71.7 - 93.8	80.5 - 104.8
web developer	68.0 - 84.5	75.8 - 96.1	85.7 - 109.3

information security

	entry	mid	senior
information security engineer	70.4 - 93.9	81.1 - 109.8	93.7 - 124.6
information security manager	96.0 - 124.6	106.9 - 141.6	120.7 - 161.2
information security specialist	59.6 - 78.5	68.5 - 91.6	79.1 - 104.0
information systems analyst	62.6 - 79.5	68.4 - 88.5	75.8 - 98.8

infrastructure, networking and telecommunications

	entry	mid	senior
it auditor	63.4 - 83.7	72.0 - 96.8	82.5 - 110.2
lan/wan administrator	62.7 - 83.7	72.3 - 97.8	83.4 - 111.1
network engineer	68.2 - 90.2	77.6 - 104.6	89.2 - 119.6
san administrator	62.7 - 82.7	71.1 - 95.5	81.3 - 108.2
telecommunications analyst	64.1 - 85.6	74.0 - 100.6	86.0 - 115.7
unix administrator	72.4 - 94.7	82.5 - 109.8	94.7 - 124.9
voice analyst/administrator	68.5 - 72.5	70.0 - 80.0	78.5 - 92.5
voip telecommunications analyst (telecommunications analyst)	72.9 - 96.0	85.2 - 112.1	97.6 - 126.0
wintel administrator	65.5 - 75.5	72.5 - 88.6	85.0 - 95.0

leadership (development/project)

	entry	mid	senior
agile practice lead/scrum master	73.6 - 95.2	82.6 - 108.4	93.2 - 122.1

	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	98.3 - 129.6	110.1 - 148.3	125.1 - 169.9
erp project manager	94.4 - 125.4	103.4 - 140.0	114.8 - 156.6
information systems manager	98.7 - 127.3	110.6 - 145.6	125.7 - 166.3
product manager (technical)	80.3 - 110.0	93.0 - 129.3	107.9 - 147.7
program manager	69.5 - 89.6	79.0 - 103.5	90.3 - 117.9
project coordinator	59.7 - 75.5	68.2 - 87.6	78.3 - 99.6
project manager (infrastructure)	94.3 - 127.2	107.3 - 147.5	123.2 - 169.2
systems project manager	88.4 - 116.3	98.6 - 132.1	111.2 - 149.4
technical lead	75.5 - 82.3	82.0 - 88.6	86.5 - 92.5

quality assurance and testing

	entry	mid	senior
it quality assurance manager	78.3 - 101.1	86.4 - 113.4	96.4 - 126.5
quality assurance analyst	53.6 - 71.5	62.8 - 84.8	73.2 - 96.4
quality assurance analyst/manual tester	48.8 - 65.2	57.2 - 77.2	66.6 - 87.6
quality control tester	53.8 - 71.2	62.2 - 83.0	71.5 - 94.7

technical support

	entry	mid	senior
bilingual tech support	52.0 - 62.1	60.5 - 74.2	72.5 - 90.0
help desk representative	46.0 - 60.7	52.2 - 69.6	59.0 - 78.0
help desk/technical support (level 2 and 3)	69.6 - 90.4	78.5 - 103.7	89.3 - 117.8
pc specialist	50.9 - 68.1	59.7 - 79.6	68.4 - 89.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

	entry	mid	senior
chief information officer	100.1 - 115.0	110.0 - 150.0	140.0 - 260.0
information technology director	95.6 - 114.6	112.6 - 133.9	129.5 - 225.0
quality assurance director	82.5 - 89.9	88.5 - 95.5	94.7 - 120.0

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
applications and software			
.net developer	60.0 - 77.5	67.1 - 88.2	75.8 - 98.8
application support analyst	55.0 - 72.4	63.1 - 83.4	71.6 - 93.4
c# developer	66.7 - 86.0	74.5 - 97.5	83.8 - 109.0
devops	72.5 - 82.5	81.6 - 95.0	92.6 - 120.0
erp consultant	68.5 - 74.5	72.5 - 88.0	85.5 - 118.5
erp programmer	66.8 - 86.2	74.7 - 98.0	84.3 - 110.1
implementation analyst	47.8 - 62.3	54.2 - 71.9	61.9 - 81.2
java developer	63.7 - 81.6	70.4 - 91.6	78.6 - 102.0
software developer	72.9 - 95.6	83.4 - 110.8	95.5 - 125.2
web content administrator	49.4 - 63.4	57.6 - 75.1	67.3 - 85.9

	experience		
	entry	mid	senior
architecture			
architect (enterprise)	90.3 - 121.2	103.4 - 140.9	118.9 - 161.3
architect (solutions/technical)	83.1 - 103.8	93.3 - 118.5	105.6 - 132.9
bi data architect	77.6 - 99.7	86.3 - 112.7	96.8 - 125.9
cloud architect	83.3 - 103.9	93.4 - 118.4	105.4 - 132.5
data architect	69.9 - 91.9	80.3 - 107.2	92.6 - 122.0
data warehouse architect	82.8 - 110.3	95.3 - 129.0	110.1 - 146.2

	experience		
	entry	mid	senior
business/systems analysis and other			
business/technical systems analyst	76.4 - 103.9	89.1 - 122.4	103.2 - 139.4
business analyst	67.1 - 87.2	75.7 - 100.1	86.2 - 113.2
digital marketing analyst	52.2 - 71.0	61.8 - 84.8	72.5 - 97.0
functional analyst	60.5 - 71.5	70.2 - 84.1	83.5 - 110.4
pre-sales engineer	77.3 - 88.5	84.6 - 97.6	95.0 - 110.0
systems analyst	67.4 - 85.6	73.7 - 95.3	81.7 - 106.3
technical writer	57.1 - 74.0	66.4 - 87.1	76.9 - 98.7

	experience		
	entry	mid	senior
data/database management			
business intelligence developer	61.8 - 80.2	69.7 - 91.9	79.0 - 103.1
database administrator	65.8 - 88.1	76.2 - 103.5	88.4 - 118.1
database analyst	64.0 - 85.4	73.8 - 99.9	85.2 - 113.3
reports developer	64.8 - 83.8	72.6 - 95.3	81.9 - 106.7

	experience		
	entry	mid	senior
emerging technologies			
ai developer	88.6 - 93.2	92.1 - 116.1	115.9 - 128.5
android developer	60.7 - 81.7	72.0 - 97.6	84.3 - 110.5
cloud engineer	73.1 - 96.6	84.6 - 113.2	97.7 - 128.1
data engineer	69.6 - 92.9	80.3 - 108.6	92.7 - 123.2
full stack developer	78.5 - 88.5	85.6 - 92.2	90.5 - 112.5
ios developer	66.1 - 87.2	76.2 - 101.7	87.6 - 114.6
search engine optimization (seo) expert	55.0 - 73.5	63.5 - 85.9	73.2 - 97.6
ui/ux designer	62.6 - 80.6	69.7 - 91.2	78.3 - 101.9
web developer	66.2 - 82.2	73.7 - 93.4	83.4 - 106.3

	experience		
	entry	mid	senior
information security			
information security engineer	68.4 - 91.3	78.9 - 106.8	91.1 - 121.1
information security manager	92.1 - 119.8	102.6 - 136.2	116.0 - 155.1
information security specialist	57.9 - 76.3	66.6 - 89.1	76.9 - 101.1
information systems analyst	60.8 - 77.3	66.5 - 86.0	73.7 - 96.0

	experience		
	entry	mid	senior
infrastructure, networking and telecommunications			
it auditor	61.7 - 81.4	70.0 - 94.1	80.2 - 107.2
lan/wan administrator	61.0 - 81.4	70.3 - 95.1	81.1 - 108.0
network engineer	66.3 - 87.7	75.5 - 101.7	86.8 - 116.2
san administrator	60.9 - 80.4	69.2 - 92.8	79.1 - 105.2
telecommunications analyst	62.4 - 83.3	72.0 - 97.9	83.7 - 112.5
unix administrator	70.4 - 92.1	80.2 - 106.7	92.1 - 121.4
voice analyst/administrator	66.5 - 70.5	68.0 - 78.5	76.5 - 90.5
voip telecommunications analyst (telecommunications analyst)	71.4 - 93.8	83.3 - 109.5	95.3 - 123.0
wintel administrator	63.2 - 73.2	70.5 - 86.5	83.0 - 91.5

	experience		
	entry	mid	senior
leadership (development/project)			
agile practice lead/scrum master	72.1 - 93.1	80.8 - 106.0	91.1 - 119.4

	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	94.3 - 124.6	105.7 - 142.7	120.3 - 163.5
erp project manager	90.6 - 120.6	99.2 - 134.7	110.3 - 150.7
information systems manager	94.7 - 122.3	106.3 - 140.1	120.8 - 160.0
product manager (technical)	78.6 - 107.4	91.0 - 126.1	105.4 - 144.0
program manager	68.0 - 87.7	77.3 - 101.1	88.3 - 115.1
project coordinator	58.0 - 73.4	66.3 - 85.2	76.1 - 96.8
project manager (infrastructure)	90.5 - 122.3	103.0 - 141.9	118.4 - 162.8
systems project manager	84.8 - 111.7	94.7 - 127.1	106.9 - 143.8
technical lead	75.5 - 82.3	82.0 - 88.6	86.5 - 92.5

	experience		
	entry	mid	senior
quality assurance and testing			
it quality assurance manager	75.1 - 97.1	82.9 - 109.0	92.5 - 121.6
quality assurance analyst	52.1 - 69.6	61.1 - 82.4	71.2 - 93.7
quality assurance analyst/manual tester	48.1 - 64.2	56.4 - 76.1	65.7 - 86.3
quality control tester	52.4 - 69.2	60.5 - 80.7	69.6 - 92.2

	experience		
	entry	mid	senior
technical support			
bilingual tech support	52.1 - 60.0	58.5 - 72.0	70.0 - 88.0
help desk representative	44.6 - 59.0	50.7 - 67.7	57.3 - 75.9
help desk/technical support (level 2 and 3)	67.7 - 87.9	76.4 - 100.8	86.8 - 114.6
pc specialist	49.4 - 66.2	58.1 - 77.5	66.5 - 86.6

	company revenue		
	10 M\$	100 M\$	1,000 M\$

	experience		
	entry	mid	senior
executive positions			
chief information officer	100.3 - 115.0	110.0 - 150.0	140.0 - 260.0
information technology director	94.2 - 113.6	111.3 - 134.8	129.5 - 223.7
quality assurance director	82.5 - 90.0	87.7 - 95.5	95.1 - 120.0

these numbers represent annual base salaries and are expressed in thousands of dollars

british columbia

vancouver

	experience		
	entry	mid	senior
applications and software			
.net developer	60.6 - 78.2	67.8 - 89.0	76.5 - 99.7
application support analyst	55.6 - 73.1	63.8 - 84.2	72.3 - 94.3
c# developer	67.4 - 86.8	75.2 - 98.4	84.6 - 109.9
devops	70.3 - 91.5	90.0 - 110.3	110.0 - 129.9
erp consultant	70.0 - 85.2	85.0 - 117.4	117.0 - 135.0
erp programmer	67.4 - 86.9	75.4 - 98.9	85.0 - 111.0
implementation analyst	48.3 - 62.8	54.7 - 72.4	62.4 - 81.9
java developer	64.4 - 82.3	71.1 - 92.5	79.3 - 102.9
software developer	73.6 - 96.4	84.2 - 111.8	96.4 - 126.3
web content administrator	49.9 - 64.1	58.2 - 75.8	68.0 - 86.7

architecture

	entry	mid	senior
architect (enterprise)	91.1 - 122.2	104.3 - 142.1	119.9 - 162.7
architect (solutions/technical)	83.8 - 104.7	94.2 - 119.5	106.6 - 134.1
bi data architect	78.4 - 100.6	87.1 - 113.7	97.7 - 126.9
cloud architect	84.1 - 104.8	94.2 - 119.4	106.4 - 133.6
data architect	70.2 - 92.2	80.6 - 107.6	93.0 - 122.5
data warehouse architect	83.5 - 111.2	96.2 - 130.1	111.0 - 147.5

business/systems analysis and other

	entry	mid	senior
business/technical systems analyst	77.1 - 104.8	89.9 - 123.4	104.1 - 140.6
business analyst	67.7 - 87.9	76.5 - 101.0	87.0 - 114.2
digital marketing analyst	52.7 - 71.5	62.2 - 85.4	73.1 - 97.7
functional analyst	60.5 - 71.5	70.0 - 84.5	83.5 - 110.4
pre-sales engineer	80.3 - 88.5	85.3 - 98.5	95.0 - 110.0
systems analyst	68.1 - 86.4	74.4 - 96.1	82.4 - 107.2
technical writer	57.8 - 74.8	67.1 - 87.9	77.7 - 99.8

data/database management

	entry	mid	senior
business intelligence developer	62.4 - 81.0	70.3 - 92.7	79.8 - 104.0
database administrator	66.5 - 88.9	76.9 - 104.4	89.2 - 119.1
database analyst	64.6 - 86.2	74.5 - 100.8	86.0 - 114.3
reports developer	65.5 - 84.5	73.3 - 96.1	82.6 - 107.6

	experience		
	entry	mid	senior
emerging technologies			
ai developer	90.1 - 91.6	91.2 - 115.9	115.0 - 130.0
android developer	61.3 - 82.4	72.7 - 98.4	85.1 - 111.5
cloud engineer	73.8 - 97.5	85.4 - 114.2	98.6 - 129.2
data engineer	70.3 - 93.7	81.0 - 109.6	93.5 - 124.3
full stack developer	78.5 - 88.5	85.6 - 92.2	90.5 - 112.5
ios developer	66.7 - 87.9	76.9 - 102.6	88.4 - 115.6
search engine optimization (seo) expert	55.7 - 74.2	64.1 - 86.7	73.9 - 98.4
ui/ux designer	63.2 - 81.3	70.4 - 92.0	79.1 - 102.8
web developer	66.8 - 82.9	74.4 - 94.3	84.1 - 107.2

information security

	entry	mid	senior
information security engineer	69.1 - 92.1	79.6 - 107.7	91.9 - 122.2
information security manager	92.9 - 120.9	103.6 - 137.5	117.1 - 156.6
information security specialist	58.6 - 77.0	67.3 - 89.9	77.6 - 102.0
information systems analyst	61.5 - 78.0	67.2 - 86.8	74.4 - 96.9

infrastructure, networking and telecommunications

	entry	mid	senior
it auditor	62.3 - 82.1	70.7 - 94.9	81.0 - 108.1
lan/wan administrator	61.6 - 82.2	71.0 - 95.9	81.8 - 108.9
network engineer	67.0 - 88.5	76.2 - 102.6	87.6 - 117.2
san administrator	61.6 - 81.2	69.8 - 93.6	79.8 - 106.1
telecommunications analyst	63.0 - 84.3	72.7 - 98.7	84.4 - 113.5
unix administrator	71.1 - 92.9	81.0 - 107.7	92.9 - 122.5
voice analyst/administrator	68.5 - 72.5	70.0 - 80.1	78.5 - 92.5
voip telecommunications analyst (telecommunications analyst)	72.3 - 95.2	84.4 - 111.1	96.7 - 124.9
wintel administrator	65.5 - 75.5	72.5 - 88.6	85.0 - 95.0

leadership (development/project)

	entry	mid	senior
agile practice lead/scrum master	73.1 - 94.5	81.9 - 107.5	92.4 - 121.1

	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	95.1 - 125.8	106.7 - 144.0	121.4 - 165.0
erp project manager	91.3 - 121.7	100.1 - 136.0	111.3 - 152.1
information systems manager	95.6 - 123.5	107.2 - 141.4	122.0 - 161.5
product manager (technical)	79.0 - 108.2	91.6 - 127.1	106.1 - 145.1
program manager	68.4 - 88.2	77.7 - 101.8	88.8 - 116.0
project coordinator	58.7 - 74.1	66.9 - 86.0	76.9 - 97.7
project manager (infrastructure)	91.3 - 123.5	104.0 - 143.3	119.5 - 164.3
systems project manager	85.5 - 112.8	95.5 - 128.3	107.8 - 145.2
technical lead	75.5 - 82.3	82.0 - 88.6	86.5 - 92.5

quality assurance and testing

	entry	mid	senior
it quality assurance manager	75.7 - 97.9	83.6 - 110.0	93.3 - 122.8
quality assurance analyst	52.7 - 70.3	61.7 - 83.2	71.9 - 94.6
quality assurance analyst/manual tester	48.1 - 64.2	56.4 - 76.1	65.7 - 86.2
quality control tester	52.0 - 68.7	60.1 - 80.1	69.0 - 91.5

technical support

	entry	mid	senior
bilingual tech support	40.0 - 45.0	43.0 - 55.1	55.0 - 70.0
help desk representative	45.1 - 59.7	51.3 - 68.3	58.0 - 76.6
help desk/technical support (level 2 and 3)	68.4 - 88.7	77.1 - 101.7	87.6 - 115.6
pc specialist	50.0 - 66.9	58.7 - 78.2	67.2 - 87.4

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

	entry	mid	senior
chief information officer	99.5 - 115.0	110.0 - 150.0	140.0 - 260.0
information technology director	95.0 - 115.4	112.6 - 135.2	129.5 - 225.0
quality assurance director	82.5 - 90.1	88.5 - 96.3	95.0 - 121.4

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
applications and software			
.net developer	58.7 - 75.8	65.7 - 86.3	74.1 - 96.8
application support analyst	53.9 - 70.8	61.8 - 81.6	70.1 - 91.5
c# developer	65.3 - 84.2	72.9 - 95.5	82.0 - 106.8
devops	70.1 - 86.0	85.0 - 110.9	110.0 - 120.0
erp consultant	65.0 - 81.1	80.0 - 101.3	100.0 - 118.0
erp programmer	65.3 - 84.3	73.1 - 96.0	82.5 - 107.9
implementation analyst	46.7 - 60.7	52.9 - 70.0	60.3 - 79.1
java developer	62.4 - 79.8	68.9 - 89.7	76.9 - 100.0
software developer	71.3 - 93.6	81.6 - 108.6	93.5 - 122.8
web content administrator	48.4 - 62.1	56.4 - 73.5	65.8 - 84.1

architecture

architect (enterprise)	88.4 - 118.9	101.3 - 138.3	116.6 - 158.4
architect (solutions/technical)	81.3 - 101.7	91.4 - 116.2	103.5 - 130.4
bi data architect	76.0 - 97.7	84.5 - 110.5	94.8 - 123.5
cloud architect	81.5 - 101.8	91.4 - 116.1	103.3 - 130.0
data architect	67.9 - 89.3	78.0 - 104.4	90.1 - 119.0
data warehouse architect	81.0 - 108.1	93.4 - 126.5	107.9 - 143.6

business/systems analysis and other

business/technical systems analyst	74.7 - 101.8	87.2 - 120.0	101.1 - 136.8
business analyst	65.6 - 85.3	74.1 - 98.0	84.4 - 111.0
digital marketing analyst	50.9 - 69.0	60.1 - 82.5	70.5 - 94.4
functional analyst	55.3 - 76.0	75.0 - 96.0	95.0 - 105.0
pre-sales engineer	78.9 - 86.1	85.0 - 111.4	110.0 - 120.0
systems analyst	66.0 - 83.8	72.1 - 93.3	79.9 - 104.2
technical writer	55.5 - 71.9	64.5 - 84.5	74.7 - 95.9

data/database management

business intelligence developer	60.5 - 78.5	68.2 - 90.0	77.3 - 101.1
database administrator	64.4 - 86.2	74.6 - 101.4	86.5 - 115.8
database analyst	62.6 - 83.6	72.2 - 97.8	83.4 - 111.1
reports developer	63.5 - 82.0	71.0 - 93.3	80.1 - 104.5

	experience		
	entry	mid	senior
emerging technologies			
ai developer	87.9 - 95.3	94.5 - 114.3	114.1 - 128.5
android developer	59.4 - 79.9	70.4 - 95.6	82.5 - 108.4
cloud engineer	71.5 - 94.6	82.8 - 111.0	95.7 - 125.7
data engineer	68.1 - 90.9	78.5 - 106.5	90.8 - 120.9
full stack developer	70.0 - 84.9	84.4 - 92.2	90.5 - 112.5
ios developer	64.7 - 85.3	74.5 - 99.6	85.8 - 112.4
search engine optimization (seo) expert	53.9 - 71.9	62.1 - 84.1	71.6 - 95.6
ui/ux designer	61.3 - 78.9	68.2 - 89.3	76.7 - 99.9
web developer	64.7 - 80.4	72.1 - 91.5	81.6 - 104.1

information security

information security engineer	67.0 - 89.4	77.2 - 104.6	89.2 - 118.8
information security manager	89.8 - 117.0	100.1 - 133.1	113.3 - 151.7
information security specialist	56.7 - 74.7	65.2 - 87.2	75.2 - 99.1
information systems analyst	59.6 - 75.6	65.1 - 84.2	72.1 - 94.0

infrastructure, networking and telecommunications

it auditor	60.4 - 79.6	68.5 - 92.1	78.5 - 105.0
lan/wan administrator	59.8 - 79.7	68.8 - 93.1	79.4 - 105.9
network engineer	64.9 - 85.8	73.9 - 99.6	84.9 - 114.0
san administrator	59.7 - 78.7	67.7 - 90.9	77.4 - 103.1
telecommunications analyst	61.1 - 81.5	70.4 - 95.8	81.9 - 110.3
unix administrator	68.9 - 90.1	78.5 - 104.6	90.2 - 119.1
voice analyst/administrator	66.5 - 70.5	68.0 - 78.5	76.5 - 90.5
voip telecommunications analyst (telecommunications analyst)	69.7 - 91.9	81.4 - 107.6	93.5 - 121.1
wintel administrator	63.2 - 73.2	70.5 - 86.5	83.0 - 91.5

leadership (development/project)

agile practice lead/scrum master	70.8 - 91.6	79.4 - 104.4	89.6 - 117.7
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			

applications programming manager (development manager)	91.9 - 121.7	103.1 - 139.5	117.4 - 160.0
erp project manager	88.3 - 117.7	96.8 - 131.6	107.6 - 147.3
information systems manager	92.4 - 119.5	103.7 - 136.9	118.0 - 156.5
product manager (technical)	76.3 - 105.0	88.6 - 123.7	103.0 - 141.3
program manager	66.0 - 85.3	75.1 - 98.7	86.0 - 112.7
project coordinator	56.8 - 71.8	64.9 - 83.4	74.5 - 94.8
project manager (infrastructure)	88.2 - 119.4	100.5 - 138.7	115.6 - 159.3
systems project manager	82.7 - 109.1	92.3 - 124.1	104.2 - 140.6
technical lead	85.0 - 96.3	94.7 - 116.1	115.0 - 120.0

quality assurance and testing

it quality assurance manager	73.2 - 94.6	80.8 - 106.3	90.1 - 118.8
quality assurance analyst	51.1 - 68.1	59.8 - 80.7	69.7 - 91.8
quality assurance analyst/manual tester	47.2 - 62.8	55.2 - 74.4	64.3 - 84.4
quality control tester	51.2 - 67.5	59.1 - 78.7	67.8 - 90.0

technical support

bilingual tech support	51.9 - 60.0	58.5 - 72.0	70.0 - 88.0
help desk representative	43.8 - 57.8	49.7 - 66.2	56.2 - 74.2
help desk/technical support (level 2 and 3)	66.2 - 86.0	74.7 - 98.8	85.0 - 112.3
pc specialist	48.5 - 64.8	56.9 - 75.8	65.1 - 84.8

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief information officer	98.9 - 115.0	110.0 - 150.0	140.0 - 260.0
information technology director	95.6 - 114.8	112.0 - 134.2	129.5 - 224.1
quality assurance director	82.5 - 90.0	88.5 - 95.5	94.9 - 120.0

manitoba

winnipeg

	experience		
	entry	mid	senior
applications and software			
.net developer	54.8 - 71.3	61.5 - 81.5	69.7 - 91.9
application support analyst	50.2 - 66.5	57.8 - 77.0	65.7 - 86.6
c# developer	61.1 - 79.5	68.4 - 90.6	77.3 - 101.8
devops	50.3 - 63.0	60.0 - 79.0	77.0 - 95.0
erp consultant	64.1 - 76.0	75.4 - 87.0	86.8 - 115.0
erp programmer	61.2 - 79.6	68.6 - 91.1	77.8 - 102.8
implementation analyst	43.2 - 56.5	49.1 - 65.4	56.1 - 74.1
java developer	58.3 - 75.2	64.6 - 84.9	72.4 - 95.0
software developer	66.9 - 88.7	76.9 - 103.6	88.7 - 117.6
web content administrator	45.0 - 58.3	52.6 - 69.0	61.7 - 79.4

architecture

architect (enterprise)	83.6 - 113.7	96.3 - 133.0	111.4 - 153.1
architect (solutions/technical)	76.6 - 96.7	86.5 - 111.1	98.5 - 125.1
bi data architect	71.4 - 92.8	79.7 - 105.4	89.9 - 118.3
cloud architect	76.8 - 96.8	86.6 - 110.9	98.3 - 124.7
data architect	64.1 - 85.1	74.0 - 100.0	85.8 - 114.5
data warehouse architect	76.3 - 103.0	88.5 - 121.3	102.8 - 138.2

business/systems analysis and other

business/technical systems analyst	70.2 - 96.8	82.4 - 114.8	96.1 - 131.5
business analyst	61.5 - 80.5	69.6 - 93.1	79.7 - 105.9
digital marketing analyst	47.5 - 65.0	56.4 - 78.2	66.5 - 89.9
functional analyst	48.1 - 60.0	59.4 - 86.0	84.1 - 102.0
pre-sales engineer	50.9 - 59.9	57.9 - 66.0	64.0 - 85.0
systems analyst	61.8 - 79.1	67.7 - 88.4	75.3 - 99.2
technical writer	52.6 - 68.3	61.2 - 80.7	71.1 - 92.0

data/database management

business intelligence developer	56.5 - 73.9	63.9 - 85.1	72.8 - 96.1
database administrator	60.3 - 81.4	70.1 - 96.4	81.8 - 110.7
database analyst	58.5 - 78.8	67.8 - 92.9	78.7 - 106.0
reports developer	59.4 - 77.3	66.6 - 88.4	75.5 - 99.5

	experience		
	entry	mid	senior
emerging technologies			
ai developer	53.6 - 86.8	83.9 - 100.3	98.1 - 128.0
android developer	55.5 - 75.3	66.1 - 90.7	77.8 - 103.3
cloud engineer	67.1 - 89.7	78.1 - 105.9	90.8 - 120.5
data engineer	63.8 - 86.1	73.9 - 101.4	85.9 - 115.7
full stack developer	60.0 - 79.2	67.0 - 90.1	78.0 - 105.0
ios developer	60.5 - 80.6	70.1 - 94.6	81.0 - 107.3
search engine optimization (seo) expert	50.3 - 67.5	58.1 - 79.3	67.2 - 90.6
ui/ux designer	57.3 - 74.2	64.0 - 84.5	72.1 - 94.9
web developer	60.6 - 75.8	67.7 - 86.6	76.9 - 99.1

information security

information security engineer	62.7 - 84.5	72.6 - 99.6	84.4 - 113.6
information security manager	84.4 - 110.8	94.4 - 126.7	107.2 - 145.2
information security specialist	52.9 - 70.2	61.1 - 82.5	70.7 - 94.1
information systems analyst	55.7 - 71.1	60.9 - 79.5	67.7 - 89.2

infrastructure, networking and telecommunications

it auditor	56.4 - 75.0	64.2 - 87.3	73.9 - 100.0
lan/wan administrator	55.8 - 75.0	64.5 - 88.3	74.7 - 100.8
network engineer	60.8 - 81.1	69.4 - 94.7	80.2 - 108.9
san administrator	55.7 - 74.1	63.4 - 86.1	72.8 - 98.1
telecommunications analyst	57.1 - 76.8	66.1 - 90.9	77.2 - 105.2
unix administrator	64.6 - 85.3	73.9 - 99.6	85.3 - 113.9
voice analyst/administrator	59.0 - 77.6	69.9 - 95.3	80.0 - 109.0
voip telecommunications analyst (telecommunications analyst)	65.5 - 87.0	76.8 - 102.3	88.5 - 115.5
wintel administrator	46.3 - 56.0	55.3 - 73.0	71.2 - 104.0

leadership (development/project)

agile practice lead/scrum master	66.4 - 86.5	74.7 - 98.9	84.5 - 111.9
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	86.4 - 115.4	97.3 - 133.0	111.3 - 153.5
erp project manager	82.9 - 111.6	91.1 - 125.2	101.7 - 140.8
information systems manager	86.9 - 113.2	97.8 - 130.4	111.8 - 150.0
product manager (technical)	72.1 - 100.0	84.0 - 118.3	98.0 - 135.7
program manager	62.3 - 80.8	71.0 - 93.8	81.4 - 107.5
project coordinator	53.0 - 67.4	60.7 - 78.7	70.0 - 89.9
project manager (infrastructure)	82.8 - 113.2	94.7 - 132.2	109.4 - 152.8
systems project manager	77.5 - 103.1	86.8 - 117.8	98.4 - 134.1
technical lead	75.0 - 103.0	87.1 - 122.0	101.2 - 140.0

quality assurance and testing

it quality assurance manager	68.4 - 89.1	75.7 - 100.4	84.7 - 112.6
quality assurance analyst	47.6 - 63.8	55.8 - 76.0	65.3 - 86.9
quality assurance analyst/manual tester	43.2 - 57.9	50.7 - 68.8	59.2 - 78.3
quality control tester	47.2 - 62.8	54.7 - 73.5	63.1 - 84.4

technical support

bilingual tech support	50.0 - 56.0	55.0 - 66.1	66.0 - 70.0
help desk representative	40.7 - 54.0	46.3 - 62.0	52.4 - 69.8
help desk/technical support (level 2 and 3)	62.0 - 81.3	70.2 - 93.8	80.2 - 107.2
pc specialist	45.1 - 60.6	53.1 - 71.2	60.9 - 80.0

company revenue

	10 M\$	100 M\$	1,000 M\$
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executive positions

chief information officer	99.6 - 181.0	150.0 - 223.0	211.0 - 282.0
information technology director	92.3 - 124.0	121.0 - 163.0	147.0 - 198.0
quality assurance director	78.3 - 107.0	99.2 - 135.0	120.0 - 163.0

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior

applications and software

.net developer	51.2 - 70.4	60.7 - 80.5	68.8 - 98.8
application support analyst	45.5 - 65.6	57.0 - 76.0	64.9 - 85.6
c# developer	53.1 - 72.4	67.6 - 89.5	76.4 - 98.6
devops	59.3 - 74.2	71.3 - 84.6	83.5 - 104.2
erp consultant	60.3 - 72.0	70.7 - 85.0	82.6 - 100.0
erp programmer	60.4 - 78.6	67.7 - 90.0	76.8 - 101.6
implementation analyst	42.7 - 55.9	48.5 - 64.6	55.5 - 73.3
java developer	55.3 - 74.3	63.8 - 83.9	71.5 - 99.7
software developer	55.2 - 87.6	76.0 - 89.4	87.6 - 101.4
web content administrator	44.4 - 57.3	51.9 - 70.2	60.8 - 84.4

architecture

architect (enterprise)	82.6 - 89.5	89.3 - 105.5	105.1 - 129.4
architect (solutions/technical)	75.7 - 95.5	85.5 - 109.8	97.3 - 123.7
bi data architect	70.5 - 91.6	78.8 - 104.2	88.8 - 126.9
cloud architect	75.9 - 95.6	85.5 - 109.6	97.2 - 123.3
data architect	63.6 - 84.4	73.4 - 99.1	85.1 - 121.5
data warehouse architect	75.4 - 101.8	87.4 - 119.9	101.6 - 126.6

business/systems analysis and other

business/technical systems analyst	69.3 - 81.2	81.0 - 95.8	95.0 - 103.4
business analyst	60.7 - 79.5	68.7 - 84.2	78.7 - 98.6
digital marketing analyst	46.8 - 63.9	55.4 - 76.9	65.3 - 88.5
functional analyst	55.6 - 65.6	63.0 - 78.6	75.4 - 88.9
pre-sales engineer	55.8 - 65.0	63.1 - 80.3	78.0 - 100.0
systems analyst	61.0 - 78.1	66.8 - 87.3	74.3 - 98.0
technical writer	51.6 - 67.2	60.1 - 79.5	70.0 - 90.6

data/database management

business intelligence developer	55.8 - 73.0	63.1 - 84.1	83.7 - 105.2
database administrator	59.5 - 80.4	69.2 - 95.3	80.8 - 103.4
database analyst	57.8 - 77.9	66.9 - 91.8	77.7 - 94.8
reports developer	58.6 - 76.3	65.8 - 87.4	74.5 - 104.3

	experience		
	entry	mid	senior

emerging technologies

ai developer	59.6 - 88.6	74.3 - 109.2	98.6 - 144.3
android developer	54.7 - 74.4	65.2 - 89.6	76.9 - 109.4
cloud engineer	66.2 - 88.6	77.1 - 104.7	89.7 - 119.1
data engineer	63.0 - 85.0	73.0 - 100.2	84.9 - 114.3
full stack developer	59.6 - 77.8	66.9 - 88.8	75.6 - 99.3
ios developer	59.7 - 79.6	69.2 - 93.5	80.0 - 108.4
search engine optimization (seo) expert	49.6 - 66.7	57.3 - 78.4	66.4 - 99.6
ui/ux designer	56.5 - 73.3	63.1 - 83.5	71.2 - 97.8
web developer	52.8 - 74.8	66.8 - 85.6	75.9 - 98.0

information security

information security engineer	61.9 - 83.5	71.7 - 98.4	83.3 - 112.3
information security manager	83.5 - 109.9	93.5 - 125.7	106.3 - 144.0
information security specialist	54.7 - 69.3	60.3 - 83.5	83.4 - 99.2
information systems analyst	52.2 - 70.2	67.4 - 79.5	76.4 - 98.1

infrastructure, networking and telecommunications

it auditor	55.7 - 74.1	63.4 - 86.2	73.0 - 98.8
lan/wan administrator	55.1 - 74.1	68.7 - 87.2	73.8 - 99.7
network engineer	60.0 - 80.1	68.5 - 93.5	79.2 - 107.6
san administrator	55.0 - 73.2	67.5 - 85.0	76.4 - 102.1
telecommunications analyst	56.3 - 75.9	65.2 - 89.8	76.2 - 104.0
unix administrator	63.7 - 84.2	73.0 - 88.4	84.3 - 97.6
voice analyst/administrator	58.0 - 68.9	65.9 - 80.0	78.9 - 100.0
voip telecommunications analyst (telecommunications analyst)	65.3 - 86.7	76.6 - 101.8	88.1 - 115.0
wintel administrator	60.8 - 77.8	66.8 - 86.7	74.6 - 97.3

leadership (development/project)

agile practice lead/scrum master	65.7 - 85.6	73.9 - 97.9	83.7 - 110.8
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	experience		
	entry	mid	senior

leadership (development/project) (continued)

applications programming manager (development manager)	85.6 - 96.5	96.4 - 111.9	110.3 - 115.3
erp project manager	82.1 - 110.7	90.3 - 124.2	100.8 - 139.7
information systems manager	86.0 - 112.3	97.0 - 129.4	110.9 - 138.8
product manager (technical)	70.4 - 97.9	82.1 - 116.0	95.9 - 133.2
program manager	85.7 - 93.2	89.8 - 96.8	95.8 - 120.2
project coordinator	52.3 - 66.6	59.9 - 77.7	69.1 - 88.8
project manager (infrastructure)	68.7 - 78.2	76.5 - 90.8	90.5 - 105.3
systems project manager	67.4 - 82.4	78.1 - 87.2	83.5 - 106.4
technical lead	55.0 - 65.0	63.1 - 70.0	68.9 - 80.0

quality assurance and testing

it quality assurance manager	67.6 - 88.2	74.9 - 99.5	83.9 - 99.7
quality assurance analyst	46.9 - 63.0	55.1 - 75.1	64.5 - 85.9
quality assurance analyst/manual tester	45.2 - 57.8	50.6 - 68.7	59.1 - 83.5
quality control tester	46.6 - 62.0	54.0 - 72.7	62.3 - 83.5

technical support

bilingual tech support	41.6 - 54.4	47.2 - 62.8	53.1 - 69.8
help desk representative	40.1 - 53.2	45.6 - 61.2	51.7 - 68.9
help desk/technical support (level 2 and 3)	61.2 - 80.3	69.3 - 92.7	79.2 - 97.6
pc specialist	44.5 - 59.8	52.3 - 70.3	60.1 - 79.1

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief information officer	101.3 - 120.0	110.0 - 140.0	130.0 - 200.0
information technology director	99.9 - 120.0	109.8 - 141.3	132.4 - 200.0
quality assurance director	90.0 - 105.4	95.0 - 110.0	109.5 - 125.0

these numbers represent annual base salaries and are expressed in thousands of dollars

ontario

kitchener-london-guelph

	experience		
	entry	mid	senior
applications and software			
.net developer	57.1 - 73.8	63.9 - 84.1	72.1 - 94.5
application support analyst	52.4 - 68.9	60.1 - 79.5	68.2 - 89.2
c# developer	63.5 - 82.0	70.9 - 93.2	79.9 - 104.4
devops	75.6 - 91.1	85.0 - 102.1	95.0 - 122.2
erp consultant	75.0 - 89.8	84.7 - 101.1	95.0 - 120.0
erp programmer	63.5 - 82.2	71.1 - 93.7	80.3 - 105.5
implementation analyst	45.4 - 59.1	51.4 - 68.2	58.7 - 77.1
java developer	60.6 - 77.7	67.0 - 87.5	74.9 - 97.6
software developer	69.4 - 91.3	79.5 - 106.2	91.3 - 120.3
web content administrator	47.1 - 60.3	54.8 - 71.5	64.0 - 81.9

architecture

architect (enterprise)	86.2 - 116.4	98.9 - 135.8	114.1 - 156.0
architect (solutions/technical)	79.2 - 99.3	89.1 - 113.8	101.1 - 127.9
bi data architect	73.9 - 95.4	82.3 - 108.1	92.5 - 121.0
cloud architect	79.4 - 99.4	89.2 - 113.6	101.0 - 127.5
data architect	66.3 - 87.5	76.3 - 102.5	88.2 - 117.1
data warehouse architect	78.9 - 105.7	91.1 - 124.0	105.5 - 141.0

business/systems analysis and other

business/technical systems analyst	72.7 - 99.5	85.0 - 117.5	98.8 - 134.3
business analyst	63.8 - 83.1	72.1 - 95.7	82.2 - 108.5
digital marketing analyst	49.3 - 66.9	58.3 - 80.1	68.4 - 91.7
functional analyst	55.0 - 69.7	65.0 - 84.3	80.0 - 95.0
pre-sales engineer	65.1 - 82.3	75.0 - 95.6	90.0 - 115.0
systems analyst	64.2 - 81.6	70.1 - 91.0	77.8 - 101.8
technical writer	53.9 - 69.8	62.6 - 82.2	72.5 - 93.4

data/database management

business intelligence developer	58.8 - 76.4	66.3 - 87.7	75.3 - 98.7
database administrator	62.6 - 84.0	72.5 - 99.1	84.3 - 113.4
database analyst	60.9 - 81.4	70.2 - 95.5	81.3 - 108.7
reports developer	61.7 - 79.8	69.1 - 91.0	78.0 - 102.2

	experience		
	entry	mid	senior
emerging technologies			
ai developer	65.2 - 83.2	79.1 - 99.6	94.2 - 130.0
android developer	57.7 - 77.8	68.5 - 93.3	80.4 - 105.9
cloud engineer	69.5 - 92.3	80.6 - 108.6	93.4 - 123.2
data engineer	66.3 - 88.7	76.5 - 104.1	88.5 - 118.4
full stack developer	75.1 - 94.7	89.4 - 104.2	100.2 - 125.0
ios developer	62.9 - 83.1	72.5 - 97.2	83.6 - 109.9
search engine optimization (seo) expert	52.4 - 69.9	60.4 - 81.9	69.7 - 93.3
ui/ux designer	59.6 - 76.8	66.4 - 87.1	74.6 - 97.5
web developer	62.9 - 78.3	70.2 - 89.2	79.4 - 101.8

information security

information security engineer	65.1 - 87.1	75.1 - 102.3	87.0 - 116.3
information security manager	87.8 - 114.9	98.1 - 131.1	111.2 - 149.7
information security specialist	55.2 - 72.7	63.4 - 85.0	73.2 - 96.8
information systems analyst	57.9 - 73.6	63.3 - 82.0	70.1 - 91.7

infrastructure, networking and telecommunications

it auditor	58.7 - 77.5	66.6 - 89.9	76.4 - 102.6
lan/wan administrator	58.1 - 77.6	66.9 - 90.9	77.3 - 103.5
network engineer	63.1 - 83.6	71.9 - 97.3	82.8 - 111.5
san administrator	58.0 - 76.6	65.8 - 88.7	75.3 - 100.7
telecommunications analyst	59.3 - 79.4	68.5 - 93.5	79.7 - 107.9
unix administrator	67.0 - 87.9	76.4 - 102.2	87.9 - 116.6
voice analyst/administrator	45.8 - 61.2	60.0 - 74.9	71.5 - 95.0
voip telecommunications analyst (telecommunications analyst)	67.4 - 89.1	78.9 - 104.4	90.6 - 117.7
wintel administrator	45.0 - 61.1	60.4 - 73.8	72.4 - 95.0

leadership (development/project)

agile practice lead/scrum master	68.7 - 89.0	77.1 - 101.5	87.0 - 114.6
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	89.9 - 119.6	101.1 - 137.4	115.4 - 158.1
erp project manager	86.2 - 115.7	94.7 - 129.5	105.6 - 145.3
information systems manager	90.3 - 117.4	101.6 - 134.8	115.9 - 154.6
product manager (technical)	74.3 - 102.3	86.3 - 120.7	100.3 - 138.2
program manager	64.3 - 83.1	73.1 - 96.2	83.7 - 109.9
project coordinator	55.3 - 69.9	63.1 - 81.3	72.5 - 92.5
project manager (infrastructure)	86.2 - 117.4	98.4 - 136.6	113.5 - 157.4
systems project manager	80.7 - 107.0	90.2 - 122.0	102.2 - 138.5
technical lead	70.0 - 84.2	80.0 - 95.2	95.0 - 115.0

quality assurance and testing

it quality assurance manager	71.3 - 92.6	78.8 - 104.3	88.1 - 116.7
quality assurance analyst	49.6 - 66.2	58.1 - 78.6	67.7 - 89.5
quality assurance analyst/manual tester	45.3 - 60.4	53.0 - 71.6	61.7 - 81.3
quality control tester	48.9 - 64.6	56.5 - 75.3	64.9 - 86.1

technical support

bilingual tech support	50.3 - 57.0	55.0 - 65.0	60.0 - 70.0
help desk representative	42.6 - 56.2	48.4 - 64.4	54.6 - 72.2
help desk/technical support (level 2 and 3)	64.4 - 83.8	72.7 - 96.4	82.8 - 109.9
pc specialist	47.1 - 63.0	55.3 - 73.7	63.3 - 82.6

company revenue

	10 M\$	100 M\$	1,000 M\$
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executive positions

chief information officer	110.3 - 124.7	120.0 - 144.1	140.0 - 250.0
information technology director	97.4 - 112.4	110.0 - 128.1	124.7 - 199.5
quality assurance director	100.0 - 114.6	109.2 - 130.2	125.9 - 151.1

these numbers represent annual base salaries and are expressed in thousands of dollars

ottawa

	experience		
	entry	mid	senior
applications and software			
.net developer	60.4 - 77.9	67.5 - 88.8	76.2 - 99.6
application support analyst	55.4 - 72.8	63.5 - 84.0	72.0 - 94.1
c# developer	67.2 - 86.6	74.9 - 98.3	84.3 - 110.0
devops	75.1 - 89.7	85.0 - 99.2	95.3 - 119.8
erp consultant	80.0 - 94.6	90.0 - 112.1	103.2 - 130.0
erp programmer	67.2 - 86.7	75.1 - 98.8	84.8 - 111.1
implementation analyst	47.4 - 61.8	53.7 - 71.3	61.3 - 80.6
java developer	64.1 - 82.1	70.8 - 92.3	79.1 - 102.9
software developer	73.3 - 96.3	83.9 - 111.8	96.3 - 126.4
web content administrator	49.8 - 63.8	58.0 - 75.6	67.7 - 86.5
architecture			
architect (enterprise)	91.0 - 122.4	104.2 - 142.3	120.0 - 162.8
architect (solutions/technical)	83.6 - 104.6	94.0 - 119.6	106.5 - 134.2
bi data architect	78.1 - 100.5	86.9 - 113.8	97.6 - 127.1
cloud architect	93.8 - 110.8	110.0 - 121.4	120.0 - 151.2
data architect	68.9 - 90.6	79.1 - 105.9	91.4 - 120.7
data warehouse architect	83.3 - 111.3	96.1 - 130.2	111.1 - 147.6
business/systems analysis and other			
business/technical systems analyst	76.8 - 104.8	89.7 - 123.5	104.1 - 140.7
business analyst	67.5 - 87.7	76.2 - 100.9	86.8 - 114.2
digital marketing analyst	52.4 - 71.2	61.9 - 85.1	72.7 - 97.4
functional analyst	57.3 - 68.5	64.2 - 84.7	80.3 - 95.0
pre-sales engineer	65.0 - 79.5	76.2 - 93.1	89.9 - 115.0
systems analyst	67.9 - 86.2	74.1 - 96.0	82.2 - 107.2
technical writer	57.2 - 74.2	66.5 - 87.3	77.1 - 99.1
data/database management			
business intelligence developer	68.4 - 88.8	77.1 - 101.9	87.5 - 114.4
database administrator	66.2 - 88.7	76.7 - 104.4	89.0 - 119.2
database analyst	64.4 - 85.9	74.2 - 100.7	85.8 - 114.4
reports developer	65.3 - 84.3	73.0 - 96.0	82.4 - 107.6

	experience		
	entry	mid	senior
emerging technologies			
ai developer	64.9 - 84.5	80.2 - 99.7	95.0 - 130.0
android developer	67.2 - 90.4	79.6 - 108.1	93.4 - 122.7
cloud engineer	80.9 - 107.1	93.6 - 125.7	108.4 - 142.3
data engineer	70.0 - 93.6	80.8 - 109.6	93.4 - 124.4
full stack developer	65.0 - 83.9	80.0 - 98.9	95.0 - 130.0
ios developer	66.5 - 87.7	76.6 - 102.5	88.2 - 115.7
search engine optimization (seo) expert	55.5 - 73.9	63.9 - 86.5	73.6 - 98.3
ui/ux designer	69.3 - 89.2	77.1 - 101.1	86.7 - 113.1
web developer	66.6 - 82.7	74.2 - 94.1	83.9 - 107.2
information security			
information security engineer	75.7 - 101.1	87.3 - 118.5	101.0 - 134.5
information security manager	100.7 - 131.1	112.2 - 149.3	127.1 - 170.1
information security specialist	64.1 - 84.5	73.8 - 98.7	85.1 - 112.2
information systems analyst	61.3 - 77.8	66.9 - 86.6	74.1 - 96.8
infrastructure, networking and telecommunications			
it auditor	68.3 - 90.1	77.4 - 104.3	88.8 - 118.9
lan/wan administrator	61.4 - 81.9	70.7 - 95.8	81.6 - 109.0
network engineer	66.8 - 88.3	76.0 - 102.5	87.4 - 117.3
san administrator	61.4 - 80.9	69.6 - 93.5	79.6 - 106.1
telecommunications analyst	62.8 - 83.8	72.4 - 98.6	84.2 - 113.6
unix administrator	70.8 - 92.7	80.7 - 107.7	92.8 - 122.6
voice analyst/administrator	44.8 - 61.3	60.0 - 74.6	70.0 - 95.0
voip telecommunications analyst (telecommunications analyst)	70.9 - 93.5	82.9 - 109.2	95.0 - 122.8
wintel administrator	45.0 - 62.1	59.3 - 74.2	70.0 - 95.0
leadership (development/project)			
agile practice lead/scrum master	71.4 - 92.3	80.0 - 105.1	90.3 - 118.5

	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	93.7 - 124.1	105.1 - 142.2	119.7 - 163.0
erp project manager	89.9 - 120.0	98.6 - 134.1	109.7 - 150.1
information systems manager	94.1 - 121.8	105.7 - 139.5	120.2 - 159.5
product manager (technical)	78.3 - 107.5	90.8 - 126.5	105.5 - 144.4
program manager	67.8 - 87.5	77.0 - 101.1	88.1 - 115.3
project coordinator	58.5 - 73.8	66.7 - 85.8	76.6 - 97.5
project manager (infrastructure)	89.9 - 121.8	102.4 - 141.4	117.8 - 162.3
systems project manager	84.2 - 111.2	94.0 - 126.5	106.3 - 143.3
technical lead	65.0 - 84.6	77.0 - 95.1	95.3 - 120.0
quality assurance and testing			
it quality assurance manager	74.5 - 96.4	82.2 - 108.4	91.8 - 121.1
quality assurance analyst	52.5 - 70.0	61.5 - 83.0	71.6 - 94.4
quality assurance analyst/manual tester	47.5 - 63.5	55.7 - 75.2	64.9 - 85.3
quality control tester	51.4 - 67.8	59.3 - 79.1	68.1 - 90.4
technical support			
bilingual tech support	50.1 - 57.2	55.8 - 65.7	59.8 - 71.2
help desk representative	45.0 - 59.4	51.2 - 68.1	57.8 - 76.3
help desk/technical support (level 2 and 3)	68.1 - 88.5	76.8 - 101.6	87.4 - 115.6
pc specialist	49.9 - 66.6	58.5 - 77.9	66.9 - 87.2
executive positions			
chief information officer	111.3 - 124.2	120.0 - 143.5	140.0 - 250.0
information technology director	98.1 - 112.1	110.0 - 128.9	126.5 - 200.0
quality assurance director	80.0 - 104.8	104.1 - 125.1	125.0 - 150.0

these numbers represent annual base salaries and are expressed in thousands of dollars

ontario

toronto

	experience		
	entry	mid	senior
applications and software			
.net developer	60.3 - 78.1	67.6 - 89.1	76.4 - 100.1
application support analyst	55.3 - 72.9	63.5 - 84.2	72.1 - 94.6
c# developer	67.2 - 86.9	75.1 - 98.8	84.6 - 110.7
devops	75.3 - 88.4	85.0 - 98.2	95.0 - 120.0
erp consultant	75.0 - 87.2	85.0 - 99.3	95.0 - 120.0
erp programmer	67.2 - 87.0	75.2 - 99.3	85.1 - 111.8
implementation analyst	48.4 - 63.4	55.0 - 73.2	62.9 - 83.0
java developer	64.1 - 82.3	70.9 - 92.7	79.3 - 103.5
software developer	73.4 - 96.8	84.2 - 112.6	96.7 - 127.5
web content administrator	49.6 - 63.8	58.0 - 75.7	67.7 - 86.8

architecture

architect (enterprise)	91.3 - 123.4	104.9 - 143.8	120.9 - 165.3
architect (solutions/technical)	83.8 - 105.3	94.5 - 120.6	107.2 - 135.5
bi data architect	78.3 - 101.1	87.2 - 114.6	98.1 - 128.2
cloud architect	93.8 - 110.8	110.0 - 121.4	119.9 - 150.9
data architect	71.4 - 94.5	82.3 - 110.7	95.3 - 126.3
data warehouse architect	83.5 - 112.0	96.5 - 131.4	111.8 - 149.4

business/systems analysis and other

business/technical systems analyst	77.0 - 105.4	90.0 - 124.6	104.7 - 142.2
business analyst	67.5 - 88.0	76.3 - 101.5	87.1 - 115.1
digital marketing analyst	52.9 - 72.1	62.6 - 86.5	73.7 - 99.2
functional analyst	55.1 - 68.1	65.0 - 84.2	80.0 - 94.7
pre-sales engineer	65.3 - 78.3	75.3 - 92.6	90.0 - 114.3
systems analyst	67.9 - 86.5	74.2 - 96.5	82.4 - 107.9
technical writer	57.7 - 75.0	67.2 - 88.3	78.0 - 100.3

data/database management

business intelligence developer	68.4 - 89.0	77.1 - 102.2	87.7 - 115.1
database administrator	66.3 - 89.0	76.8 - 105.0	89.4 - 120.2
database analyst	64.4 - 86.2	74.3 - 101.3	86.1 - 115.2
reports developer	65.3 - 84.6	73.1 - 96.5	82.6 - 108.3

	experience		
	entry	mid	senior
emerging technologies			
ai developer	65.0 - 85.3	80.3 - 100.0	94.1 - 130.0
android developer	67.1 - 90.6	79.8 - 108.7	93.7 - 123.5
cloud engineer	81.0 - 107.6	93.9 - 126.6	108.9 - 143.7
data engineer	70.1 - 94.0	81.0 - 110.3	93.8 - 125.5
full stack developer	75.0 - 93.6	90.0 - 104.6	101.3 - 125.0
ios developer	66.5 - 88.1	76.8 - 103.1	88.6 - 116.5
search engine optimization (seo) expert	55.4 - 74.0	63.9 - 86.8	73.7 - 98.8
ui/ux designer	69.3 - 89.4	77.2 - 101.5	86.9 - 113.7
web developer	66.6 - 82.9	74.3 - 94.6	84.1 - 107.9

information security

information security engineer	75.8 - 101.5	87.6 - 119.2	101.3 - 135.6
information security manager	104.0 - 136.1	116.2 - 154.9	131.7 - 176.8
information security specialist	64.1 - 84.6	73.8 - 99.1	85.3 - 112.8
information systems analyst	61.2 - 77.9	66.9 - 86.9	74.3 - 97.2

infrastructure, networking and telecommunications

it auditor	68.2 - 90.3	77.6 - 104.7	89.0 - 119.7
lan/wan administrator	61.4 - 82.1	70.8 - 96.3	81.8 - 109.7
network engineer	66.8 - 88.6	76.1 - 103.1	87.7 - 118.2
san administrator	61.3 - 81.1	69.6 - 93.9	79.7 - 106.7
telecommunications analyst	62.7 - 84.1	72.5 - 99.1	84.5 - 114.4
unix administrator	70.9 - 93.1	80.9 - 108.3	93.2 - 123.6
voice analyst/administrator	44.8 - 62.3	61.1 - 74.5	71.2 - 94.6
voip telecommunications analyst (telecommunications analyst)	72.0 - 95.1	84.2 - 111.3	96.7 - 125.4
wintel administrator	45.1 - 60.2	60.0 - 75.0	73.2 - 95.0

leadership (development/project)

agile practice lead/scrum master	71.9 - 93.5	80.8 - 106.6	91.4 - 120.4
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	96.8 - 128.7	108.8 - 147.6	124.1 - 169.6
erp project manager	92.8 - 124.5	102.0 - 139.2	113.7 - 155.9
information systems manager	97.2 - 126.3	109.4 - 144.8	124.7 - 165.9
product manager (technical)	79.8 - 110.2	92.9 - 130.0	108.1 - 148.6
program manager	68.9 - 89.4	78.5 - 103.6	90.0 - 118.4
project coordinator	58.4 - 73.9	66.7 - 86.1	76.7 - 98.0
project manager (infrastructure)	92.8 - 126.3	106.0 - 146.8	122.2 - 168.8
systems project manager	86.8 - 115.2	97.2 - 131.2	110.0 - 148.7
technical lead	70.0 - 84.9	80.0 - 95.2	95.0 - 115.0

quality assurance and testing

it quality assurance manager	76.6 - 99.7	84.8 - 112.3	94.9 - 125.6
quality assurance analyst	52.4 - 70.1	61.4 - 83.2	71.7 - 94.9
quality assurance analyst/manual tester	47.0 - 63.1	55.3 - 75.0	64.5 - 85.3
quality control tester	51.6 - 68.5	59.7 - 80.1	68.8 - 91.7

technical support

bilingual tech support	50.0 - 57.3	55.0 - 65.0	59.8 - 70.0
help desk representative	44.8 - 59.4	51.0 - 68.1	57.7 - 76.5
help desk/technical support (level 2 and 3)	68.1 - 88.8	77.0 - 102.2	87.7 - 116.5
pc specialist	49.7 - 66.6	58.4 - 78.1	66.9 - 87.5

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief information officer	108.3 - 124.1	120.0 - 144.1	140.0 - 250.0
information technology director	100.3 - 113.5	109.5 - 127.6	125.0 - 198.6
quality assurance director	100.0 - 114.8	110.4 - 130.0	126.4 - 150.0

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior
applications and software			
.net developer	56.3 - 73.1	63.2 - 83.6	80.4 - 115.2
application support analyst	40.2 - 51.8	50.2 - 61.4	60.3 - 79.4
c# developer	56.3 - 73.1	63.2 - 83.6	80.4 - 115.2
devops	60.1 - 75.0	72.0 - 97.5	90.2 - 130.1
erp consultant	60.0 - 72.3	70.0 - 84.3	82.3 - 120.1
erp programmer	54.5 - 65.2	64.1 - 93.3	79.8 - 105.3
implementation analyst	45.1 - 59.0	51.2 - 68.2	58.6 - 77.3
java developer	59.9 - 77.1	66.3 - 87.0	80.3 - 110.2
software developer	68.7 - 90.9	78.9 - 106.0	90.9 - 120.3
web content administrator	46.3 - 59.6	54.1 - 70.8	63.3 - 81.4
architecture			
architect (enterprise)	85.7 - 116.3	98.6 - 135.8	114.0 - 155.9
architect (solutions/technical)	78.6 - 99.0	88.7 - 113.7	100.9 - 127.9
bi data architect	73.3 - 95.0	81.8 - 107.9	100.9 - 127.9
cloud architect	78.8 - 99.1	90.1-120.6	117.3 - 188.2
data architect	65.6 - 87.0	75.6 - 102.1	87.7 - 116.8
data warehouse architect	78.3 - 105.5	90.7 - 124.0	115.3 - 187.3
business/systems analysis and other			
business/technical systems analyst	72.1 - 99.2	84.5 - 117.5	98.5 - 134.3
business analyst	63.1 - 82.6	71.5 - 95.4	89.5 - 113.8
digital marketing analyst	49.3 - 67.3	58.4 - 80.7	68.7 - 92.6
functional analyst	55.3 - 65.0	63.0 - 78.0	75.0 - 88.0
pre-sales engineer	63.1 - 83.6	71.1 - 84.3	80.9 - 138.9
systems analyst	63.5 - 81.1	69.5 - 90.6	77.2 - 101.6
technical writer	53.9 - 70.1	62.7 - 82.7	72.9 - 94.2
data/database management			
business intelligence developer	58.1 - 75.8	65.6 - 87.3	84.7 - 114.9
database administrator	61.9 - 83.5	71.9 - 98.8	83.8 - 113.3
database analyst	60.1 - 80.8	69.5 - 95.2	80.7 - 108.5
reports developer	61.0 - 79.3	68.4 - 90.6	77.4 - 101.9

	experience		
	entry	mid	senior
emerging technologies			
ai developer	64.3 - 93.8	90.3 - 127.6	114.2 - 177.6
android developer	52.8 - 65.1	65.2 - 81.3	79.8 - 105.8
cloud engineer	68.9 - 91.9	80.1 - 108.4	93.0 - 123.2
data engineer	65.6 - 88.2	75.9 - 103.9	88.1 - 118.3
full stack developer	68.2 - 90.5	77.6 - 105.1	90.9 - 120.3
ios developer	50.2 - 66.7	64.7 - 84.2	80.0 - 109.4
search engine optimization (seo) expert	51.7 - 69.3	59.7 - 81.3	69.0 - 92.9
ui/ux designer	50.3 - 66.4	65.7 - 86.6	80.3 - 140.9
web developer	53.7 - 66.4	65.8 - 81.2	78.9 - 101.5
information security			
information security engineer	55.8 - 71.0	63.1 - 83.9	74.1 - 95.6
information security manager	88.0 - 115.5	98.4 - 131.7	111.7 - 150.4
information security specialist	54.4 - 72.0	62.7 - 84.5	72.6 - 96.5
information systems analyst	57.2 - 73.0	62.6 - 81.5	69.5 - 91.4
infrastructure, networking and telecommunications			
it auditor	58.0 - 76.9	65.9 - 89.4	75.8 - 102.4
lan/wan administrator	57.3 - 77.0	66.2 - 90.5	76.7 - 103.3
network engineer	62.4 - 83.1	71.2 - 97.0	85-140
san administrator	57.3 - 76.0	65.1 - 88.2	74.7 - 100.5
telecommunications analyst	58.6 - 78.8	67.8 - 93.2	79.2 - 107.7
unix administrator	55.0 - 70.8	69.2 - 89.7	86.9 - 108.5
voice analyst/administrator	58.0 - 68.0	65.0 - 80.0	78.0 - 100.0
voip telecommunications analyst (telecommunications analyst)	68.0 - 90.1	79.7 - 105.6	91.6 - 119.1
wintel administrator	54.2 - 70.8	69.2 - 89.7	86.9 - 106.5
leadership (development/project)			
agile practice lead/ scrum master	67.8 - 88.3	76.2 - 100.9	86.3 - 114.1

	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	90.2 - 120.2	101.5 - 138.1	115.9 - 158.7
erp project manager	64.7 - 83.8	79.0 - 99.4	92.5 - 124.8
information systems manager	90.6 - 118.0	102.0 - 135.5	116.5 - 155.2
product manager (technical)	74.3 - 102.8	86.5 - 121.4	100.8 - 139.0
program manager	87.6 - 108.2	109.3 - 131.7	125.0 - 147.3
project coordinator	45.1 - 57.8	55.2 - 74.3	70.3 - 89.9
project manager (infrastructure)	65.7 - 82.8	79.0 - 98.1	92.5 - 123.9
systems project manager	65.0 - 82.5	79.0 - 100.1	92.5 - 125.0
technical lead	70.6 - 85.2	82.4 - 101.3	99.6 - 120.0
quality assurance and testing			
it quality assurance manager	78.8 - 89.2	87.3 - 101.8	1006 - 135.2
quality assurance analyst	48.9 - 65.5	60.2 - 87.1	85.2 - 108.4
quality assurance analyst/manual tester	44.2 - 59.2	58.3 - 74.2	70.9 - 87.6
quality control tester	48.3 - 64.1	59.3 - 73.2	70.9 - 84.0
technical support			
bilingual tech support	40.1 - 45.0	43.0 - 55.0	53.0 - 60.0
help desk representative	41.7 - 55.5	47.6 - 63.7	53.9 - 71.6
help desk/technical support (level 2 and 3)	60.2 - 68.6	65.9 - 78.4	76.1 - 85.7
pc specialist	46.4 - 62.3	54.5 - 66.7	58.9 - 69.8
executive positions			
chief information officer	101.6 - 120.0	110.0 - 140.0	130.0 - 200.0
information technology director	101.2 - 120.0	110.3 - 140.0	132.7 - 200.0
quality assurance director	90.0 - 104.9	95.3 - 110.0	109.5 - 140.0

these numbers represent annual base salaries and are expressed in thousands of dollars

québec

québec city

	experience		
	entry	mid	senior
applications and software			
.net developer	53.5 - 69.4	60.0 - 79.3	67.9 - 89.3
application support analyst	49.0 - 64.8	56.4 - 74.9	64.1 - 84.2
c# developer	59.6 - 77.3	66.7 - 88.1	75.2 - 98.9
devops	59.8 - 74.2	71.3 - 84.6	83.5 - 104.2
erp consultant	59.8 - 72.0	70.0 - 85.0	82.0 - 100.0
erp programmer	59.6 - 77.4	66.8 - 88.5	75.7 - 99.9
implementation analyst	42.7 - 55.8	48.5 - 64.6	55.4 - 73.3
java developer	56.9 - 73.2	63.0 - 82.6	70.5 - 92.3
software developer	65.2 - 86.2	74.9 - 100.6	86.2 - 114.3
web content administrator	44.0 - 56.6	51.4 - 67.3	60.1 - 77.2

architecture

architect (enterprise)	81.3 - 110.5	93.6 - 129.4	108.2 - 149.2
architect (solutions/technical)	74.6 - 93.9	84.1 - 107.9	95.7 - 121.7
bi data architect	69.6 - 90.1	77.6 - 102.4	87.4 - 114.9
cloud architect	74.8 - 94.0	84.2 - 107.8	95.5 - 121.2
data architect	62.4 - 82.9	72.0 - 97.5	83.6 - 111.8
data warehouse architect	74.3 - 100.1	86.0 - 117.9	99.9 - 134.5

business/systems analysis and other

business/technical systems analyst	68.4 - 94.1	80.1 - 111.6	93.4 - 127.9
business analyst	59.9 - 78.3	67.8 - 90.5	77.5 - 102.8
digital marketing analyst	46.5 - 63.6	55.2 - 76.5	65.0 - 88.0
functional analyst	55.6 - 65.6	63.0 - 78.6	75.4 - 88.9
pre-sales engineer	54.8 - 64.1	63.0 - 80.0	78.0 - 100.0
systems analyst	60.3 - 76.9	65.9 - 85.9	73.3 - 96.3
technical writer	51.3 - 66.8	59.8 - 79.0	69.5 - 90.0

data/database management

business intelligence developer	55.2 - 72.0	62.3 - 82.8	70.9 - 93.3
database administrator	58.8 - 79.2	68.2 - 93.7	79.5 - 107.5
database analyst	57.1 - 76.7	66.0 - 90.3	76.6 - 103.0
reports developer	57.9 - 75.2	64.9 - 85.9	73.5 - 96.7

	experience		
	entry	mid	senior
emerging technologies			
ai developer	81.0 - 107.6	93.9 - 12.6	108.9 - 143.7
android developer	75.0 - 93.6	90.0 - 104.6	101.3 - 125.0
cloud engineer	65.4 - 87.2	76.0 - 102.9	88.2 - 117.1
data engineer	62.2 - 83.7	72.0 - 98.5	83.5 - 112.4
full stack developer	59.6 - 77.8	66.9 - 88.8	75.6 - 99.3
ios developer	75.0 - 93.6	90.0 - 104.6	101.3 - 125.0
search engine optimization (seo) expert	49.1 - 65.8	56.7 - 77.2	65.5 - 88.1
ui/ux designer	55.9 - 72.3	62.3 - 82.2	70.2 - 92.2
web developer	59.1 - 73.7	66.0 - 84.2	74.8 - 96.3

information security

information security engineer	61.1 - 82.2	70.7 - 96.8	82.0 - 110.4
information security manager	83.7 - 110.3	93.8 - 126.1	106.6 - 144.4
information security specialist	75.8 - 101.5	87.6 - 119.2	101.3 - 135.6
information systems analyst	64.1 - 84.6	73.8 - 99.1	85.3 - 112.8

infrastructure, networking and telecommunications

it auditor	55.1 - 73.0	62.6 - 84.8	71.9 - 97.1
lan/wan administrator	54.5 - 73.0	62.9 - 85.8	72.8 - 98.0
network engineer	59.3 - 78.9	67.6 - 92.0	78.0 - 105.7
san administrator	68.2 - 90.3	77.6 - 104.7	89.0 - 119.7
telecommunications analyst	55.7 - 74.8	64.4 - 88.4	75.1 - 102.2
unix administrator	62.9 - 82.9	72.0 - 96.7	83.0 - 110.7
voice analyst/administrator	58.9 - 68.0	65.6 - 80.0	78.0 - 100.0
voip telecommunications analyst (telecommunications analyst)	64.0 - 85.1	75.1 - 100.1	86.5 - 113.1
wintel administrator	60.8 - 77.8	66.8 - 86.7	74.6 - 97.3

leadership (development/project)

agile practice lead/scrum master	64.7 - 84.5	72.8 - 96.7	82.5 - 109.6
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	85.8 - 114.9	96.7 - 132.3	110.7 - 152.6
erp project manager	82.2 - 111.0	90.5 - 124.6	101.1 - 140.1
information systems manager	86.2 - 112.7	97.2 - 129.8	111.2 - 149.2
product manager (technical)	70.7 - 98.0	82.4 - 116.0	96.1 - 133.2
program manager	61.0 - 79.2	69.5 - 92.0	79.8 - 105.4
project coordinator	92.8 - 126.3	106.0 - 146.8	122.2 - 168.8
project manager (infrastructure)	86.8 - 115.2	97.2 - 131.2	110.0 - 148.7
systems project manager	92.8 - 126.3	106.0 - 146.8	122.2 - 168.8
technical lead	55.2 - 65.0	63.9 - 70.3	69.2 - 80.0

quality assurance and testing

it quality assurance manager	67.6 - 88.4	74.9 - 99.8	84.0 - 112.1
quality assurance analyst	46.5 - 62.2	54.5 - 74.0	63.7 - 84.5
quality assurance analyst/manual tester	42.5 - 56.9	49.9 - 67.8	58.3 - 77.2
quality control tester	46.1 - 61.0	53.3 - 71.4	61.3 - 82.0

technical support

bilingual tech support	41.6 - 54.4	47.2 - 62.8	53.1 - 69.8
help desk representative	39.8 - 52.7	45.2 - 60.5	51.2 - 68.0
help desk/technical support (level 2 and 3)	60.5 - 79.0	68.4 - 91.1	78.0 - 104.2
pc specialist	44.1 - 59.1	51.8 - 69.4	59.4 - 77.9

company revenue

	10 M\$	100 M\$	1,000 M\$
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executive positions

chief information officer	102.3 - 120.0	110.0 - 140.0	130.0 - 200.0
information technology director	100.8 - 120.0	110.0 - 138.2	130.0 - 200.0
quality assurance director	90.0 - 103.6	94.1 - 110.0	109.5 - 125.0

these numbers represent annual base salaries and are expressed in thousands of dollars

	experience		
	entry	mid	senior

applications and software

.net developer	57.0 - 74.0	63.9 - 84.4	72.3 - 94.9
application support analyst	52.2 - 69.0	60.0 - 79.8	68.3 - 89.6
c# developer	63.5 - 82.3	71.1 - 93.6	80.1 - 104.9
devops	50.1 - 63.0	60.3 - 79.6	77.0 - 95.0
erp consultant	65.0 - 76.2	75.0 - 87.5	87.2 - 115.0
erp programmer	63.5 - 82.4	71.2 - 94.1	80.6 - 105.9
implementation analyst	45.0 - 58.8	51.1 - 68.0	58.4 - 76.9
java developer	60.6 - 78.0	67.1 - 87.8	75.1 - 98.0
software developer	69.5 - 91.7	79.7 - 106.7	91.6 - 120.8
web content administrator	46.8 - 60.3	54.7 - 71.7	64.1 - 82.2

architecture

architect (enterprise)	86.5 - 116.9	99.3 - 136.3	114.6 - 156.6
architect (solutions/technical)	79.4 - 99.7	89.5 - 114.2	101.6 - 128.5
bi data architect	74.1 - 95.8	82.6 - 108.5	92.9 - 121.5
cloud architect	79.6 - 99.8	89.5 - 114.1	101.4 - 128.0
data architect	66.7 - 88.2	76.8 - 103.3	88.9 - 117.9
data warehouse architect	79.1 - 106.1	91.4 - 124.5	105.9 - 141.6

business/systems analysis and other

business/technical systems analyst	72.9 - 99.9	85.3 - 118.0	99.2 - 134.8
business analyst	63.9 - 83.4	72.3 - 96.1	82.5 - 109.0
digital marketing analyst	49.2 - 67.1	58.3 - 80.4	68.5 - 92.2
functional analyst	48.2 - 60.0	59.9 - 86.0	84.7 - 102.0
pre-sales engineer	50.6 - 59.8	56.9 - 66.9	64.1 - 85.0
systems analyst	64.2 - 81.9	70.3 - 91.4	78.0 - 102.2
technical writer	53.8 - 69.9	62.6 - 82.5	72.7 - 93.9

data/database management

business intelligence developer	58.7 - 76.7	66.4 - 88.1	75.5 - 99.1
database administrator	62.6 - 84.3	72.7 - 99.5	84.7 - 113.8
database analyst	60.8 - 81.7	70.4 - 95.9	81.5 - 109.1
reports developer	61.7 - 80.1	69.2 - 91.4	78.3 - 102.6

	experience		
	entry	mid	senior

emerging technologies

ai developer	53.2 - 83.9	83.2 - 100.3	98.0 - 127.6
android developer	57.7 - 78.1	68.6 - 93.6	80.7 - 106.4
cloud engineer	69.7 - 92.7	80.9 - 109.0	93.8 - 123.7
data engineer	66.3 - 89.0	76.7 - 104.5	88.9 - 118.9
full stack developer	53.0 - 84.3	83.0 - 100.0	98.9 - 128.0
ios developer	62.9 - 83.4	72.7 - 97.7	83.9 - 110.4
search engine optimization (seo) expert	52.2 - 70.1	60.3 - 82.2	69.8 - 93.6
ui/ux designer	59.5 - 77.0	66.4 - 87.4	74.8 - 98.0
web developer	63.0 - 78.6	70.3 - 89.6	79.7 - 102.2

information security

information security engineer	65.2 - 87.5	75.3 - 102.7	87.3 - 116.8
information security manager	87.5 - 114.6	97.8 - 130.7	110.9 - 149.4
information security specialist	55.0 - 72.8	63.5 - 85.4	73.4 - 97.2
information systems analyst	57.8 - 73.8	63.3 - 82.3	70.3 - 92.1

infrastructure, networking and telecommunications

it auditor	58.6 - 77.8	66.7 - 90.2	76.6 - 103.1
lan/wan administrator	58.0 - 77.8	67.0 - 91.2	77.5 - 103.9
network engineer	63.1 - 84.0	72.1 - 97.7	83.1 - 112.0
san administrator	57.9 - 76.9	65.9 - 89.0	75.5 - 101.2
telecommunications analyst	59.3 - 79.6	68.6 - 93.9	80.0 - 108.4
unix administrator	67.1 - 88.2	76.7 - 102.6	88.3 - 117.1
voice analyst/administrator	59.0 - 77.7	69.9 - 95.6	80.0 - 109.0
voip telecommunications analyst (telecommunications analyst)	67.6 - 89.5	79.1 - 104.9	91.0 - 118.3
wintel administrator	46.0 - 56.0	55.3 - 73.0	71.3 - 104.0

leadership (development/project)

agile practice lead/scrum master	68.5 - 89.1	77.0 - 101.7	87.1 - 114.9
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	experience		
	entry	mid	senior

leadership (development/project) (continued)

applications programming manager (development manager)	89.7 - 119.3	100.8 - 137.1	115.0 - 157.8
erp project manager	86.0 - 115.3	94.5 - 129.2	105.3 - 145.0
information systems manager	90.1 - 117.1	101.3 - 134.5	115.6 - 154.3
product manager (technical)	74.8 - 103.1	87.0 - 121.7	101.1 - 139.3
program manager	64.6 - 83.7	73.6 - 96.9	84.3 - 110.8
project coordinator	55.1 - 70.0	63.1 - 81.5	72.7 - 92.9
project manager (infrastructure)	86.0 - 117.0	98.1 - 136.3	113.2 - 157.1
systems project manager	80.5 - 106.7	90.0 - 121.7	101.9 - 138.2
technical lead	75.0 - 103.0	87.0 - 122.0	101.0 - 140.0

quality assurance and testing

it quality assurance manager	71.1 - 92.3	78.6 - 104.0	87.9 - 116.4
quality assurance analyst	49.4 - 66.3	58.0 - 78.8	67.8 - 89.9
quality assurance analyst/manual tester	45.1 - 60.6	53.1 - 72.0	62.0 - 81.8
quality control tester	49.5 - 65.6	57.3 - 76.7	65.9 - 87.7

technical support

bilingual tech support	49.6 - 56.5	55.0 - 66.3	66.0 - 70.0
help desk representative	42.2 - 56.1	48.1 - 64.4	54.5 - 72.4
help desk/technical support (level 2 and 3)	64.4 - 84.2	72.9 - 96.8	83.1 - 110.4
pc specialist	46.8 - 63.0	55.1 - 73.9	63.3 - 82.9

	company revenue		
	10 M\$	100 M\$	1,000 M\$

executive positions

chief information officer	99.2 - 181.0	150.0 - 223.0	211.0 - 281.0
information technology director	92.3 - 123.7	121.7 - 162.9	147.0 - 198.0
quality assurance director	78.0 - 106.8	99.0 - 135.0	120.0 - 163.0

these numbers represent annual base salaries and are expressed in thousands of dollars

saskatchewan

saskatoon

	experience		
	entry	mid	senior
applications and software			
.net developer	56.5 - 73.3	63.4 - 83.6	71.7 - 93.9
application support analyst	51.7 - 68.4	59.5 - 79.0	67.7 - 88.7
c# developer	63.0 - 81.5	70.4 - 92.6	79.4 - 103.7
devops	50.3 - 63.2	61.3 - 79.0	77.5 - 95.0
erp consultant	65.1 - 76.0	75.0 - 88.7	88.1 - 115.0
erp programmer	63.0 - 81.6	70.6 - 93.1	79.8 - 104.8
implementation analyst	45.5 - 59.5	51.6 - 68.7	59.0 - 77.8
java developer	60.1 - 77.2	66.5 - 86.9	74.4 - 97.0
software developer	68.9 - 90.7	79.0 - 105.5	90.7 - 119.5
web content administrator	46.3 - 59.8	54.2 - 71.0	63.5 - 81.4

architecture

architect (enterprise)	85.6 - 115.6	98.3 - 135.0	113.3 - 155.4
architect (solutions/technical)	78.7 - 98.6	88.6 - 113.0	100.4 - 127.1
bi data architect	73.4 - 94.7	81.8 - 107.3	91.9 - 120.2
cloud architect	78.9 - 98.7	88.6 - 112.8	100.3 - 126.6
data architect	66.3 - 87.6	76.4 - 102.6	88.3 - 117.2
data warehouse architect	78.4 - 104.9	90.5 - 123.2	104.7 - 140.3

business/systems analysis and other

business/technical systems analyst	72.2 - 98.8	84.4 - 116.7	98.1 - 133.5
business analyst	63.3 - 82.6	71.6 - 95.1	81.7 - 107.8
digital marketing analyst	48.9 - 66.8	58.0 - 80.0	68.2 - 91.8
functional analyst	48.0 - 60.0	59.0 - 86.0	84.0 - 102.0
pre-sales engineer	50.1 - 58.1	57.0 - 66.0	64.0 - 85.0
systems analyst	63.6 - 81.1	69.6 - 90.4	77.3 - 101.1
technical writer	53.3 - 69.3	62.1 - 81.8	72.1 - 93.0

data/database management

business intelligence developer	58.2 - 75.9	65.8 - 87.2	74.8 - 98.0
database administrator	62.1 - 83.5	72.1 - 98.4	83.8 - 112.6
database analyst	60.3 - 80.9	69.7 - 94.9	80.7 - 107.9
reports developer	61.1 - 79.3	68.6 - 90.4	77.5 - 101.4

	experience		
	entry	mid	senior
emerging technologies			
ai developer	52.6 - 84.2	84.1 - 99.6	98.2 - 128.0
android developer	57.1 - 77.3	68.0 - 92.6	79.9 - 105.2
cloud engineer	69.0 - 91.7	80.1 - 107.8	92.8 - 122.4
data engineer	65.7 - 88.1	76.0 - 103.4	88.0 - 117.6
full stack developer	60.0 - 79.8	67.0 - 90.0	78.0 - 105.0
ios developer	62.3 - 82.6	72.0 - 96.6	83.1 - 109.1
search engine optimization (seo) expert	51.8 - 69.5	59.8 - 81.4	69.2 - 92.6
ui/ux designer	59.0 - 76.3	65.8 - 86.5	74.1 - 96.9
web developer	62.4 - 77.8	69.7 - 88.7	78.9 - 101.1

information security

information security engineer	64.6 - 86.6	74.6 - 101.5	86.4 - 115.5
information security manager	88.6 - 116.0	99.0 - 132.3	112.2 - 151.2
information security specialist	54.5 - 72.2	62.9 - 84.5	72.7 - 96.1
information systems analyst	57.3 - 73.1	62.7 - 81.5	69.7 - 91.2

infrastructure, networking and telecommunications

it auditor	58.1 - 77.0	66.1 - 89.3	75.9 - 101.9
lan/wan administrator	57.5 - 77.1	66.4 - 90.3	76.8 - 102.8
network engineer	62.6 - 83.1	71.4 - 96.6	82.2 - 110.7
san administrator	57.4 - 76.1	65.3 - 88.1	74.8 - 100.0
telecommunications analyst	58.8 - 78.9	68.0 - 92.9	79.2 - 107.1
unix administrator	66.5 - 87.3	75.9 - 101.5	87.4 - 115.8
voice analyst/administrator	59.0 - 77.0	69.0 - 95.0	80.0 - 109.0
voip telecommunications analyst (telecommunications analyst)	67.2 - 88.8	78.6 - 104.0	90.3 - 117.3
wintel administrator	46.0 - 56.1	55.0 - 73.6	71.0 - 104.0

leadership (development/project)

agile practice lead/scrum master	68.6 - 89.2	77.1 - 101.8	87.2 - 115.0
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	experience		
	entry	mid	senior
leadership (development/project) (continued)			
applications programming manager (development manager)	90.7 - 120.7	102.0 - 138.7	116.4 - 159.6
erp project manager	87.1 - 116.8	95.6 - 130.7	106.6 - 146.7
information systems manager	91.2 - 118.5	102.6 - 136.1	117.0 - 156.1
product manager (technical)	73.9 - 101.9	85.9 - 120.3	100.0 - 138.0
program manager	63.7 - 82.7	72.6 - 95.8	83.3 - 109.5
project coordinator	54.6 - 69.4	62.5 - 80.8	72.0 - 91.9
project manager (infrastructure)	87.0 - 118.5	99.3 - 137.9	114.6 - 158.9
systems project manager	81.4 - 108.0	91.1 - 123.2	103.1 - 139.8
technical lead	75.0 - 103.0	87.0 - 122.0	101.0 - 140.0

quality assurance and testing

it quality assurance manager	71.9 - 93.5	79.5 - 105.2	88.9 - 117.8
quality assurance analyst	48.9 - 65.7	57.5 - 78.1	67.2 - 88.9
quality assurance analyst/manual tester	45.2 - 60.6	53.1 - 72.0	62.0 - 81.8
quality control tester	49.3 - 65.3	57.0 - 76.4	65.6 - 87.4

technical support

bilingual tech support	50.3 - 56.0	55.0 - 66.9	66.3 - 70.0
help desk representative	41.8 - 55.6	47.6 - 63.9	54.0 - 71.8
help desk/technical support (level 2 and 3)	63.9 - 83.3	72.2 - 95.8	82.3 - 109.1
pc specialist	46.4 - 62.5	54.6 - 73.3	62.7 - 82.1

company revenue

	10 M\$	100 M\$	1,000 M\$
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executive positions

chief information officer	99.1 - 181.0	150.0 - 223.0	211.0 - 280.3
information technology director	92.1 - 124.0	120.6 - 163.0	146.9 - 198.0
quality assurance director	78.0 - 107.0	99.4 - 135.0	120.0 - 163.0

these numbers represent annual base salaries and are expressed in thousands of dollars

