



CTTAM - 2020 ANNUAL SALARY SURVEY

CTTAM – 2020 Annual Salary Report

Purpose

CTTAM produces an Annual Salary Report which is made available to the members of CTTAM, employers and students to provide an opportunity of comparing job responsibility, experience and other factors with the salary ranges reported by the Association. The survey provides a snapshot of actual income levels provided by our members and if a specific discipline of practice is not included in the report it is due to a lack of data provided.

Information provided in this report is provided by the membership and is not a survey of employers. Members who provided data are ethically obliged to answer questions accurately. All CTTAM member's identifiers are removed to maintain privacy.

Methodology

Basis for the Member Compensation Survey 2020 is the compilation of results of an online survey completed by ASTTBC members in March 2020. Each member provided information on his or her salary as of December 31, 2019. The survey was made available to all registrants of the Association.

Definitions/calculations used in this report are as follows:

- Average (A) - the sum of the observations divided by the number of observations.
- Median (M) - the number which divides the upper half of observations from the lower half, i.e. cuts the data set in half.
- First Quartile (Q1) - the cut off point for the lower 25% of the sorted data.
- Third Quartile (Q3) - the cut off point for the upper 25% of the sorted data.

All reported salaries in this survey are expressed on an annual basis except excluding bonuses.

CTTAM – 2020 Annual Salary Report

Summary

Response Rate

A total of 2,920 registrants were eligible to participate, 660 responded for a 26% response rate. This compares to a 20% response rate last year.

Benefits

Answer	Percent	Number of respondents
Life Insurance Plan	86.45	568
Prescription Drug Plan	85.84	564
Disability Plan	83.56	549
Dental Plan	93.46	614
Extended Health Plan	79.60	523
Pension Plan	79.30	521
Supplied with Company Vehicle	13.85	91
None	3.20	21
		Total 657

Hours Worked Per Week

Answer	Hours	Number of respondents
	30 hrs or less	4
	32 - 35.64	69
	36 - 40	436
	41 - 50	95
	51 - 75	32
	76 - 90	18
Total		654

Median Salary Reported (Technician/Technologist, all disciplines)

	CET	CTech	Associate
Annual Salary (M)	85,000	75,000	45,000

All numbers are in dollar amounts

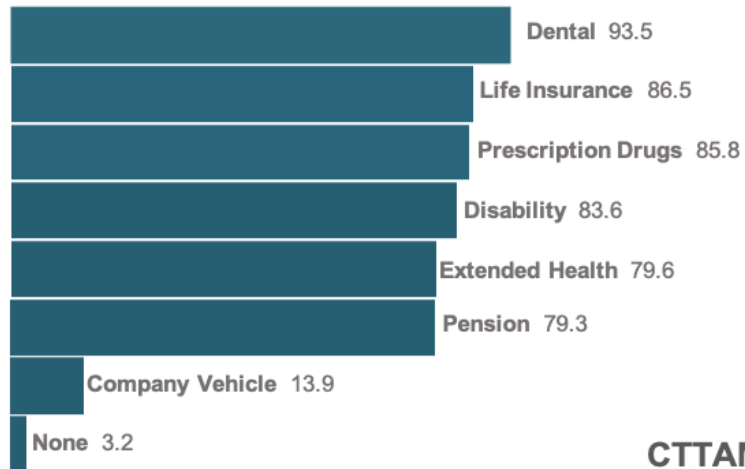
CTTAM – 2020 Annual Salary Report

Miscellaneous Findings

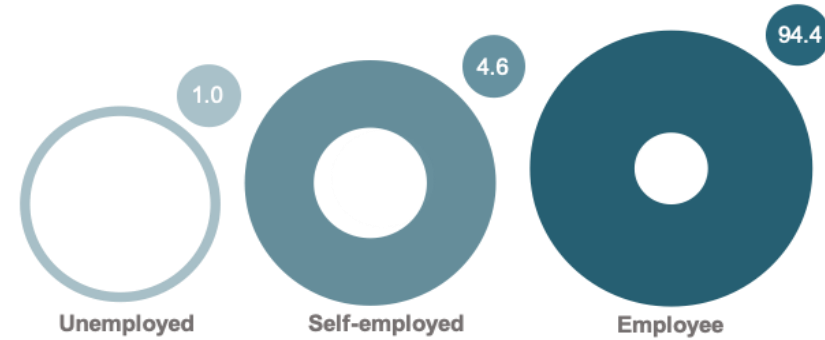
Current Employment Status	Q1	Median	Q3	Sample
Employee	65,000	75,000	95,000	623
Self-Employed	65,000	115,000	136,250	24
Unemployed				13
			Total	660
Employment Type	Q1	Median	Q3	Sample
Private	55,000	75,000	95,000	392
Public	65,000	85,000	95,000	264
			Total	656
Employer Size	Number of Employees	Percent	Sample	
	1-10 Employees	5.61	37	
	11-20 Employees	5.45	36	
	21-50 Employees	9.85	65	
	51-100 Employees	8.64	57	
	101-200 Employees	6.36	42	
	200+ Employees	64.09	423	
		Total	660	
CTTAM Dues Paid By		Percent	Sample	
	Employer	70.62	464	
	Self	29.38	193	
		Total	657	

CTTAM – 2020 Annual Salary Report

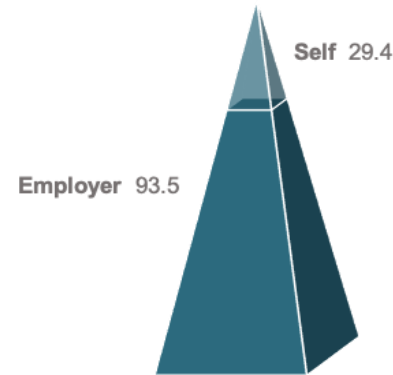
Benefit Plans (Percentage of respondents)



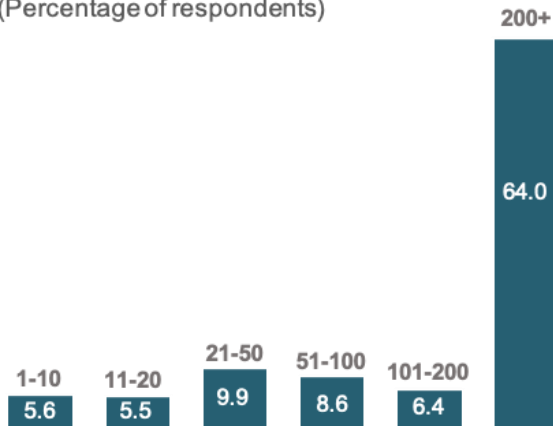
Employment Status (Percentage of respondents)



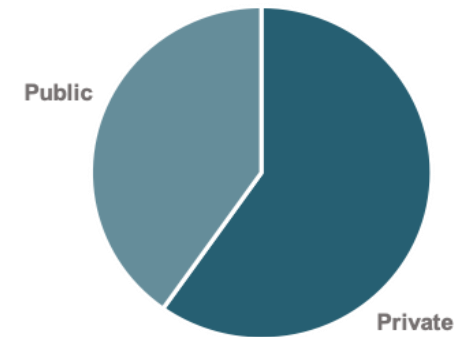
CTTAM Dues Paid By (Percentage of respondents)



Employer Size – Number of Employees
(Percentage of respondents)



Employment Type



Education Level (Percentage of respondents)



CTTAM – 2020 Annual Salary Report

Table 1 - Member Age

	Q1	Median	Q3	Sample
30 - under	55,000	65,000	65,000	97
31 - 35	65,000	75,000	85,000	99
36 - 40	65,000	75,000	85,000	103
41 - 45	65,000	85,000	95,000	99
46 - 50	67,500	85,000	105,000	87
51 - 55	75,000	95,000	105,000	88
56 - 60	85,000	100,000	115,000	65
61 - 65	72,500	90,000	107,500	16
66 - 70	72,500	75,000	80,000	4
Over 70	108,750	112,500	116,250	2
			Total	660

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 2 - Education Level

Answer	Q1	Median	Q3	Sample
Technical College Diploma	65,000	75,000	95,000	536
University	55,000	75,000	95,000	124
			Total	660

All numbers are in dollar amounts, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 3 - Education Location

Answer	Q1	Median	Q3	Sample
in Manitoba	65,000	85,000	95,000	513
Within Canada	75,000	90,000	115,000	55
Outside Canada	55,000	55,000	75,000	92
			Total	660

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 4 - Certification Level

Answer	Q1	Median	Q3	Sample
Certified Technician	55,000	75,000	85,000	87
Certified Technologist	65,000	85,000	95,000	552
Non-Certified	40,000	45,000	55,000	21
			Total	660

All numbers are in dollar amounts, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 5 - Industry of Employment

Answer	Q1	Median	Q3	Sample
Aerospace	65,000	85,000	105,000	29
Advanced Technologies	55,000	65,000	100,000	12
Agriculture & Food	57,500	85,000	92,500	14
Construction	65,000	75,000	95,000	161
Consulting	55,000	75,000	95,000	77
Environment	62,500	65,000	85,000	8
Manufacturing & Processing	65,000	75,000	85,000	112
Telecommunications	57,500	80,000	95,000	18
Transportation	65,000	80,000	95,000	36
Other/Energy	65,000	85,000	100,000	192
			Total	659

All numbers are in dollar amounts, except Sample, which is shown in numbers.

Table 8 - Employment Level

Answer	Q1	Median	Q3	Sample
Junior	45,000	55,000	55,000	34
Intermediate	55,000	65,000	75,000	227
Specialist/Team Leader	75,000	85,000	95,000	299
Senior Manager	85,000	105,000	125,000	100
			Total	660

All numbers are in dollar amounts, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 6 - Field of Technology

Answer	Q1	Median	Q3	Sample
Architectural	62,500	70,000	85,000	16
Biomedical	75,000	75,000	85,000	17
Biosciences	95,000	95,000	95,000	1
Building	65,000	75,000	90,000	19
Chemical	65,000	70,000	75,000	4
Civil	65,000	85,000	95,000	127
Computer & Information	65,000	85,000	95,000	14
Construction	65,000	85,000	95,000	74
Engineering Design & Drafting	55,000	65,000	95,000	93
Electrical	70,000	95,000	105,000	70
Electronic	55,000	75,000	85,000	39
Environmental Geological & Geosciences	55,000	75,000	85,000	20
Industrial/Manufacturing	65,000	75,000	95,000	57
Instrumentation	70,000	85,000	85,000	23
Mechanical	65,000	85,000	102,500	46
Structural	60,000	65,000	85,000	15
Surveying/Geomatics	65,000	75,000	85,000	17
Petroleum	87,500	95,000	108,750	4
		Total		656

All numbers are in dollar amounts, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 7 - Years of Technical Experience

Answer	Q1	Median	Q3	Sample
less than 1	40,000	42,500	47,500	4
1 - 5	55,000	55,000	65,000	74
6 - 15	65,000	75,000	85,000	254
16 - 20	70,000	85,000	95,000	87
21 - 25	75,000	85,000	105,000	82
26 - 30	75,000	95,000	105,000	60
over 30	85,000	105,000	115,000	99
Total				660

All numbers are in dollars, except Sample, which is shown in numbers.

Table 9 – Salary Based on Classification and Years of Experience

Answer	Technologist				Technician				Associate			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
less than 1	55,000	55,000	55,000	1	0	0	0	0	40,000	40,000	42,500	3
1 - 5	55,000	55,000	65,000	58	55,000	55,000	60,000	11	40,000	45,000	55,000	5
6 - 15	65,000	75,000	85,000	217	55,000	65,000	75,000	25	40,000	45,000	57,500	8
16 - 20	75,000	85,000	95,000	68	65,000	75,000	85,000	18	55,000	55,000	55,000	1
21 - 25	75,000	85,000	105,000	69	75,000	85,000	87,500	12	55,000	55,000	55,000	1
26 - 30	75,000	95,000	105,000	54	55,000	70,000	92,500	6	0	0	0	0
over 30	85,000	105,000	115,000	81	70,000	95,000	110,000	15	115,000	115,000	115,000	1
Total				548				87				19

All numbers are in dollars, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 10 – Salary Based on Classification and Field of Employment

Answer	Technologist				Technician				Associate			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Architectural	65,000	75,000	85,000	12	52,500	60,000	67,500	2	0	0	0	0
Biological/Biomedical	75,000	75,000	85,000	17	0	0	0	0	0	0	0	0
Biosciences	95,000	95,000	95,000	1	0	0	0	0	0	0	0	0
Building	65,000	75,000	85,000	17	65,000	65,000	65,000	2	0	0	0	0
Chemical	65,000	65,000	65,000	2	75,000	75,000	75,000	2	0	0	0	0
Civil	65,000	75,000	85,000	115	55,000	65,000	85,000	8	40,000	40,000	47,500	3
Computer & Information	75,000	85,000	95,000	7	80,000	85,000	90,000	2	60,000	65,000	95,000	3
Construction	65,000	85,000	95,000	66	55,000	95,000	120,000	5	55,000	55,000	55,000	2
Engineering Design Drafting	55,000	65,000	95,000	76	55,000	65,000	85,000	15	45,000	45,000	45,000	2
Electrical	75,000	95,000	105,000	58	70,000	95,000	105,000	10	47,500	55,000	57,500	2
Electronic	75,000	85,000	102,500	26	47,500	55,000	62,500	10	40,000	45,000	50,000	3
Environmental/Geosciences	55,000	75,000	85,000	17	62,500	70,000	77,500	2	0	0	0	0
Industrial/Manufacturing	65,000	75,000	105,000	41	55,000	75,000	85,000	13	47,500	55,000	60,000	3
Instrumentation	65,000	75,000	85,000	20	85,000	85,000	85,000	3	0	0	0	0
Mechanical	75,000	85,000	105,000	35	65,000	65,000	75,000	9	40,000	40,000	40,000	2
Structural	65,000	65,000	85,000	13	85,000	85,000	85,000	1	40,000	40,000	40,000	1
Surveying/Geomatics	65,000	75,000	85,000	16	95,000	95,000	95,000	1	0	0	0	0
Total				539				85				21

All numbers are in dollars, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 11 – Salary Based on Classification and Age

Answer	Technologist				Technician				Associate			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
30 - under	55,000	65,000	75,000	80	55,000	55,000	70,000	12	40,000	45,000	45,000	5
31 - 35	65,000	75,000	85,000	87	47,500	60,000	72,500	6	43,750	55,000	55,000	6
36 - 40	65,000	75,000	95,000	80	55,000	75,000	85,000	17	40,000	425,000	50,000	4
41 - 45	75,000	85,000	95,000	83	55,000	65,000	85,000	14	47,500	50,000	52,500	2
46 - 50	75,000	85,000	105,000	74	57,500	65,000	85,000	10	47,500	50,000	52,500	2
51 - 55	75,000	95,000	105,000	73	67,500	75,000	102,500	14	55,000	55,000	55,000	1
56 - 60	85,000	105,000	115,000	55	55,000	75,000	95,000	8	115,000	115,000	115,000	1
61 - 65	75,000	95,000	115,000	13	70,000	75,000	90,000	3				0
66 - 70	75,000	75,000	75,000	2	725,000	80,000	82,500	2				0
over 70	105,000	105,000	105,000	1	120,000	120,000	120,000	1				0
Total				548				87				21

All numbers are in dollars, except Sample, which is shown in numbers.

CTTAM – 2020 Annual Salary Report

Table 14 – Salary Based on Classification and Industry of Employment

Answer	Technologist				Technician				Associate			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Advanced Technologies	65000	95000	105000	9	55000	55000	55000	1	55000	55000	55000	1
Aerospace	65000	85000	105000	23	55000	55000	95000	5	40000	40000	40000	1
Agriculture	65000	85000	95000	9	55000	65000	85000	5	0	0	0	0
Construction	65000	75000	95000	144	55000	75000	95000	12	51250	55000	55000	4
Consulting	65000	75000	95000	63	65000	75000	85000	13	0	0	0	0
Environmental	65000	65000	80000	6	62500	70000	77500	2	0	0	0	0
Manufacturing	65000	75000	95000	82	55000	65000	80000	23	45000	50000	55000	6
Telecommunications	65000	95000	105000	13	55000	55000	65000	5	0	0	0	0
Transportation	75000	85000	95000	34	65000	65000	65000	2	0	0	0	0
Other/Energy	75000	85000	105000	163	65000	85000	65000	19	40000	45000	65000	9
Total				546				87				21

All numbers are in dollars, except Sample, which is shown in numbers.

Table 15 – Salary Based on Classification and Employment Level

Answer	Technologist				Technician				Associate			
	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample	Q1	Median	Q3	Sample
Junior	45000	55000	55000	25	41250	42500	43750	2	40000	40000	42500	7
Intermediate	55000	65000	75000	179	55000	55000	70000	34	45000	55000	55000	10
Specialist/Team Leader	75000	85000	105000	252	65000	85000	95000	40	60000	65000	90000	6
Senior Manager	85000	105000	125000	89	67500	80000	102500	10				0
Total				545				86				23

All numbers are in dollars, except Sample, which is shown in numbers.