



ASTTBC Member Compensation Survey 2017

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Purpose

This survey is published so that members of the Applied Science Technologists & Technicians of British Columbia and their employers may have the opportunity of comparing job responsibility, experience and other factors with the salary ranges reported by the Association. The Member Compensation Survey should prove to be a valuable aid for reviewing employee remuneration. The Member Compensation Survey has been published every second year by the Association since 1977.

The Applied Science Technologists & Technicians of British Columbia is a self-governing professional association established under provincial legislation. The mission of ASTTBC is to serve the public by regulating the supporting Technology Professionals' commitment to a safe, healthy, and sustainable society and environment.

Methodology

Basis for the Member Compensation Survey 2017 is the compilation of results of an online survey completed by ASTTBC members in November 2017. Each member provided information on his or her salary as of December 31st 2016. All registrants had the opportunity to participate in this survey.

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 higher half of observations from the lower half, i.e. cuts the data set in half. The median was calculated by arranging the observations from lowest to highest and picking the middle one. (Median gives a measure that is less affected by outlying values than is the average and provides a more 'typical' result than the average).
- First Quartile (Q1) - the cut off point for the lowest 25% of the sorted observations.
- Third Quartile (Q3) - the cut off point for the highest 25% of the sorted observations.

Results for Technical Specialist programs are reported separately from those for Technologists and Technicians. Individuals who hold both an ASCT or CTech designation and a Technical Specialist designation were included in the results for Technologists and Technicians. Results are reported only for groups with sufficient number of responses to provide meaningful analysis.

All reported salaries in this survey are expressed on a monthly basis except for self-employed members whose salaries are reported as annual. See the separate table for information on annual salaries and other data for self-employed respondents.

for more info...

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Summary

Response Rate:

A total of 8,470 registrants were eligible to participate; 691 responded for a 8.2% response rate. This compares to a 12.48% response for the last survey.

| AScT | CTech | GradTech | TechSpec | Associate |
|------|-------|----------|----------|-----------|
| 60% | 17% | 9% | 12% | 2% |

Median Salaries Reported:

Technologist/Technician – all categories of registration

| Level of Classification | AScT | CTech | PTech | RTMgr | Graduate | Associate |
|-------------------------|--------|--------|--------|--------|----------|-----------|
| Monthly Salary (M) | \$7418 | \$7083 | \$8748 | \$9125 | \$4958 | \$5000 |
| No. of Replies | 406 | 113 | 9 | 130 | 59 | 16 |

Technical Specialist – certified level only

| Type of Certification | CSO | Fire Protection | House & Property | Onsite Wastewater | RCSO |
|-----------------------|--------|-----------------|------------------|-------------------|--------|
| Monthly Salary (M) | \$6042 | \$5792 | \$2917 | \$4167 | \$6750 |
| No. of Replies | 29 | 39 | 9 | 25 | 14 |

Note: Building Design; Site Improvements Surveys; Steel Detailing – insufficient responses.

Miscellaneous Findings:

- Reporting salary increase: 70%

| Year | Q1 | M | Q3 |
|------|-------|-------|-------|
| 2017 | 1.50% | 2.50% | 5.00% |
| 2015 | 0.00% | 1.50% | 3.00% |
| 2013 | 0.00% | 2.00% | 3.30% |
| 2011 | 0.08% | 2.00% | 4.00% |
| 2008 | 2.50% | 3.50% | 7.00% |

- Sector: private 73% public 27%

| Monthly Salary | Q1 | M | Q3 |
|----------------|--------|--------|--------|
| Private | \$5229 | \$6667 | \$8750 |
| Public | \$5260 | \$6604 | \$8236 |

- Working in discipline of registration: 86%
- ASTTBC dues paid by employer: 2017: 77% 2015: 71% 2013: 64% 2011: 62% 2008: 63% 2007: 60%
- Supervisory position: 51%
- Self-employed: 9%
- Union: Yes 19% No 81%
- Employment status: Full Time 95% Part Time 5%
- Do you belong to another society? Yes 26%

Table 1 – Monthly Salary (\$) by Technology

| Discipline | | AScT | CTech | Associate | GradTech | Replied | Salary |
|------------------------|----|-------|-------|-----------|----------|---------|--------|
| | Q3 | 5833 | | | 4896 | | 5417 |
| Biomedical | M | 4167 | | | 4792 | 7 | 4583 |
| | Q1 | 4167 | | | 4688 | | 4167 |
| | Q3 | 8750 | | | | | 8750 |
| BioSciences | M | 6667 | | | | 6 | 6667 |
| | Q1 | 6500 | | | | | 6500 |
| | Q3 | 10417 | 7667 | 5625 | 5913 | | 8875 |
| Building | M | 6667 | 7083 | 5000 | 5567 | 72 | 6250 |
| | Q1 | 5583 | 4708 | 4792 | 5229 | | 5292 |
| | Q3 | 8103 | | | | | 8193 |
| Chemical | M | 7500 | 8750 | 2500 | 3583 | 9 | 7167 |
| | Q1 | 5440 | | | | | 4583 |
| | Q3 | 8750 | | 6250 | 6688 | | 9000 |
| Civil | M | 7083 | | 5000 | 5592 | 219 | 6979 |
| | Q1 | 6000 | | 5000 | 4635 | | 5667 |
| | Q3 | 10292 | 8750 | | 5521 | | 9167 |
| Electrical | M | 7083 | 7083 | | 4583 | 53 | 6667 |
| | Q1 | 6000 | 4333 | | 4167 | | 5292 |
| | Q3 | 8750 | 8351 | | 4909 | | 8688 |
| Electronics | M | 7792 | 7104 | | 3569 | 47 | 7250 |
| | Q1 | 5729 | 6333 | | 2228 | | 5625 |
| | Q3 | 7333 | 7083 | | 4257 | | 7083 |
| Environmental | M | 5917 | 5667 | | 3792 | 36 | 5750 |
| | Q1 | 5292 | 5583 | | 3425 | | 4806 |
| | Q3 | 9000 | | | | | 9000 |
| Forest Engineering | M | 8750 | | | | 3 | 8750 |
| | Q1 | 7792 | | | | | 7792 |
| | Q3 | 10375 | 8969 | | | | 9792 |
| Gas & Petroleum | M | 7625 | 8771 | | | 10 | 8479 |
| | Q1 | 6167 | 8573 | | | | 6292 |
| | Q3 | 10521 | 8333 | | | | 9375 |
| Industrial | M | 8000 | 7917 | | | 7 | 9375 |
| | Q1 | 5750 | 7500 | | | | 7083 |
| | Q3 | 6263 | 8208 | | | | 8208 |
| Information Technology | M | 3333 | 8083 | | 4333 | 7 | 6083 |
| | Q1 | 2333 | 7958 | | | | 3583 |
| | Q3 | 10417 | | | | | 10000 |
| Instrumentation | M | 9167 | | | 4500 | 8 | 8896 |
| | Q1 | 8271 | | | | | 7854 |
| | Q3 | 8813 | 8151 | 6771 | 4750 | | 8583 |
| Mechanical | M | 7083 | 7167 | 6458 | 4420 | 87 | 7083 |
| | Q1 | 6250 | 6697 | 6146 | 4030 | | 6025 |
| | Q3 | 13563 | | | | | 13563 |
| Metallurgy | M | 10708 | | | | 2 | 10708 |
| | Q1 | 7854 | | | | | 7854 |
| | Q3 | 10000 | 9458 | | | | 9608 |
| Mining | M | 8433 | 6833 | 2083 | 7500 | 12 | 7167 |
| | Q1 | 5583 | 3500 | | | | 5458 |

Note: Insufficient responses in Geomatics.

Table 2 – Monthly Salary (\$) by Technical Specialist

| | Construction Safety | Fire Protection | House & Property | Onsite Wastewater | RCSO |
|---------|---------------------|-----------------|------------------|-------------------|-------|
| Q3 | 7667 | 6875 | 4375 | 5500 | 12792 |
| M | 6042 | 5792 | 2917 | 4167 | 6750 |
| Q1 | 4813 | 4708 | 2083 | 1917 | 5833 |
| Replies | 29 | 39 | 9 | 25 | 14 |

Note: Building Design, Site Improvements Surveys and Steel Detailing did not contain enough responses to compute results.

Table 3 – Monthly Salary (\$) by Years of Experience

| Years | Replies | Q1 | M | Q3 |
|-------|---------|------|------|-------|
| <2 | 25 | 3360 | 4000 | 4333 |
| 2 | 13 | 4196 | 4370 | 4858 |
| 3 | 13 | 4421 | 4731 | 5083 |
| 4 | 12 | 4292 | 4925 | 5729 |
| 5 | 12 | 3500 | 5042 | 6146 |
| 6 | 16 | 5000 | 5800 | 7333 |
| 7 | 24 | 5563 | 6250 | 7083 |
| 8-9 | 34 | 5032 | 5833 | 6125 |
| 10-11 | 43 | 5625 | 6542 | 7154 |
| 12-13 | 32 | 5375 | 6292 | 8125 |
| 14-15 | 47 | 5000 | 6625 | 7571 |
| 16-18 | 40 | 5833 | 7583 | 8875 |
| 19-21 | 37 | 6063 | 6750 | 8292 |
| 22-25 | 59 | 6116 | 7083 | 8737 |
| >25 | 258 | 6250 | 8125 | 10000 |

Table 4 – Monthly Salary (\$) by Responsibility Level

| | Replies | Q1 | M | Q3 |
|------------------------------|---------|------|------|-------|
| Entry Level | 29 | 4023 | 4417 | 4900 |
| Intermediate | 97 | 4354 | 5500 | 7083 |
| Junior Management | 37 | 5260 | 6042 | 8018 |
| Supervisor /Senior Assistant | 65 | 5650 | 7042 | 8750 |
| Middle Management | 103 | 5667 | 6883 | 8591 |
| Principle | 76 | 5919 | 7125 | 9125 |
| Senior Management | 156 | 6292 | 7500 | 9583 |
| Executive | 30 | 6000 | 8333 | 10333 |

Table 5 – Monthly Salary (\$) by Geographic Location

| Location | Replies | Q1 | M | Q3 |
|------------------|---------|------|------|-------|
| Central Interior | 56 | 5833 | 7167 | 9167 |
| Kootenays | 33 | 5321 | 6997 | 8813 |
| Metro Vancouver | 326 | 5417 | 6833 | 8618 |
| Northern | 45 | 4590 | 6000 | 8000 |
| Okanagan | 87 | 5188 | 6792 | 9167 |
| Vancouver Island | 125 | 4833 | 6292 | 8165 |
| Non-BC Resident | 5 | 6563 | 6667 | 18542 |

Table 6 – Monthly Salary (\$) by Type of Work

| Type of Work | Replies | Q1 | M | Q3 |
|--------------------------|---------|------|------|------|
| Admin/Supervision | 42 | 5188 | 6677 | 8396 |
| Business Development | 7 | 6208 | 6750 | 7000 |
| CADD/Drafting | 55 | 4583 | 5833 | 7104 |
| Consulting | 88 | 5885 | 7083 | 9905 |
| Design | 90 | 4667 | 5875 | 8083 |
| Education | 5 | 6417 | 7625 | 8521 |
| Environmental Monitoring | 13 | 5229 | 6333 | 8231 |
| Operations / Management | 151 | 5083 | 7083 | 8521 |
| Production/Manufacturing | 17 | 4938 | 5917 | 6635 |
| Quality Control | 27 | 4667 | 6667 | 9342 |
| Research | 8 | 5792 | 7083 | 8292 |
| Sales | 9 | 7000 | 7917 | 9000 |
| Other | 164 | 5729 | 6792 | 8688 |

Table 7 – Monthly Salary (\$) by Industry

| Industry | Replies | Q1 | M | Q3 |
|-----------------------|---------|------|------|-------|
| Construction | 125 | 5417 | 6833 | 8597 |
| Education | 10 | 6825 | 7833 | 8958 |
| Electronics | 9 | 6667 | 7250 | 7833 |
| Engineering | 151 | 5000 | 6667 | 8104 |
| Environmental | 27 | 5083 | 7083 | 9000 |
| Federal Government | 4 | 6042 | 6250 | 6458 |
| Forest Resources | 12 | 5182 | 7083 | 10042 |
| Manufacturing | 39 | 5760 | 6607 | 8617 |
| Medical | 6 | 6563 | 8750 | 8750 |
| Mining | 30 | 5417 | 6250 | 7667 |
| Municipal Government | 70 | 5208 | 7000 | 8711 |
| Petroleum | 10 | 5208 | 6875 | 8552 |
| Provincial Government | 15 | 5625 | 6625 | 7917 |
| Public Utility | 38 | 5104 | 6810 | 8333 |
| Telecommunications | 15 | 6068 | 8500 | 9167 |
| Transportation | 21 | 6709 | 7688 | 11396 |
| Other | 91 | 4875 | 6250 | 8263 |

*Insufficient responses for Bioscience and Computer IT industries.

Table 8 – Benefits Provided by Employer

| Type | Percent (%) |
|---------------------------------------|-------------|
| BC Medical | 68 |
| Carpool Service | 1 |
| Company Car | 19 |
| Dental Plan | 86 |
| Disability Coverage | 70 |
| Employer Supports ASTTBC Registration | 86 |
| Extended Health | 86 |
| Fitness | 20 |
| Life Insurance | 87 |
| Overtime (Paid) | 49 |
| Pays ASTTBC Dues | 76 |
| Pension Plan (beyond CPP) | 39 |
| Profit Sharing/Incentive Systems | 19 |
| Public Transit | 5 |
| RRSP | 43 |
| Public Transit | 5 |
| Sick Leave | 63 |

Table 9 – Annual Income (\$) of Self-Employed Members

| | Min | Q1 | Median | Q3 | Max |
|---------------|------|-------|--------|--------|--------|
| Annual Salary | 6000 | 45000 | 68000 | 100000 | 350000 |
| Hourly Rate | 45 | 65 | 85 | 105 | 250 |
| No. of Years | 0 | 4 | 10 | 18 | 40+ |

| | Min | Q1 | Median | Q3 | Max |
|--------------------------------|-------|-------|--------|--------|--------|
| Administration / Supervision | 10000 | 28750 | 45000 | 57500 | 65000 |
| CADD/Drafting | 15000 | 57500 | 62500 | 65000 | 70000 |
| Consulting | 25000 | 57500 | 100000 | 124000 | 155000 |
| Design | 14000 | 70000 | 90000 | 110000 | 350000 |
| Inspection / Quality Assurance | 35000 | 45000 | 75000 | 120000 | 175000 |
| Operations / Management | 30000 | 53000 | 68000 | 87500 | 150000 |
| Other | 24000 | 38000 | 90000 | 139750 | 200000 |

* Based on 61 responses.