



CTTAM

2009

SALARY

SURVEY

CTTAM

2009 Salary Survey

The **2009 CTTAM Salary Survey** had the highest return rate ever with 1,092 CTTAM participants. **53%** of C.E.T.'s; **51%** of C.Tech's. and **37%** of Associates completed the survey resulting in a survey that is meaningful to members and employers alike. Thank you to the Members for contributing to this valuable service to the technical community.

The Survey was sent to all CTTAM Members March 22 with a deadline of April 28. Congratulations to Iain Plimlott, C.Tech. who was the winner of the \$250.00 gift card. Iain's name was selected based on a random draw of all respondents.

Using this Report

This is not a survey of employers. The Salary ranges are derived from what our members report as income. The Survey requests for annual income figures from the professional Technicians and Technologists as well as non-certified members who make up our Membership. They are under professional and ethical obligations to answer the questions fairly and honestly.

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2009 Salary Survey Definitions

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Salary based on:

Current Employment Status
CTTAM Membership Category
Industry of Employment

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Salary based on:

Field of Employment
Years of Technical Experience
Employment Level

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Salary based on:

Classification and Years of Experience
Classification and Field of Employment
Classification and Industry of Employment

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Salary based on:

Classification and Employment Level
CTTAM Dues paid by

CTTAM 2009 Salary Survey

DEFINITIONS

CTTAM Membership Category

- **Non-certified** (Associates, includes Graduate Technologists)
- **Certified Technicians** (includes Certified Engineering Technician)
- **Certified Technologists** (includes Certified Engineering Technologists & Applied Science Technologists)

Industry of Employment

Members chose the industry they are primarily employed or consult in from the following list.

NOTE: This is the industry in which members worked in, not their specific job function.

- **Agriculture:** includes machine design, testing and manufacturing. (Does NOT include food production).
- **Advanced Technologies:** includes development or consulting in information technology (IT) services, computer hardware or software, robotics, electronics, biotechnologies.
- **Aerospace:** includes avionics, aircraft design and maintenance, equipment manufacturing.
- **Construction:** building-related: includes architectural and building operations.
- **Civil:** includes roads and all earthworks, environment.
- **Government:** includes all publicly-funded organizations, regulatory bodies, health care systems, public education organizations, military.
- **Manufacturing (durables):** includes machinery, equipment, tools, furniture and products from wood, concrete, steel or plastic.
- **Manufacturing (non-durables):** includes processing of food beverages, rubber, leather, textiles, pharmaceutical, chemicals, paint, pulp and paper, etc.
- **Natural resource processing:** includes refining, processing and petrochemicals etc.
- **Natural resource development:** includes exploration and extraction of oil, gas, minerals, etc.
- **Telecommunications:** includes television, telephones, radio, and internet.
- **Transportation:** includes rail and road systems.
- **Utilities:** includes electricity, water, oil/gas pipelines.
- **Other**

Field of Employment This applies to the discipline members worked in.

Years of Technical Experience since graduating. The members reported or closely reported in their field of employment.

Employment Level members selected the one category that best described their current employment situation.

Junior Could include entry level position. Typically less than five years experience. Could be recently certified or working towards certification. Could be developing skill levels in a discipline other than the one certified.	Intermediate Experienced with good working knowledge of the industry. Could have some responsibility for technical Budget projects. Typically 5 – 15 years experience.
Specialist/Team Leader Highly experienced with full knowledge of the industry. Could be consulting or teaching specialized technology. Could be in charge of budgets and project personnel. Could be supervising staff and/or contractors. Often manages complex technical projects.	Senior Manager Could hold full responsibility for overall department and/or corporate activities including financial reporting, HR management, shareholders relations, etc. Could be specialized consultant identified throughout the Industry as an expert. Could be providing expertise to employers/clients on a worldwide basis.

Annual Income members current basic annual salary including overtime, bonuses etc.

SALARY BASED ON CURRENT EMPLOYMENT STATUS

Answer	Average	Median	Sample
Employee	\$68,933.20	\$65,000.00	1003
Self-employed (contractor/consultant)	\$96,046.51	\$95,000.00	43
Retired	\$0.00	\$30,000.00	30
Unemployed	\$0.00	\$30,000.00	16
Total			1092

SALARY BASED ON CTTAM MEMBERSHIP CATEGORY

Answer	Average	Median	Sample
Non-certified	\$50,045.87	\$55,000.00	109
Certified Technicians	\$63,662.79	\$65,000.00	172
Certified Technologists	\$70,117.14	\$65,000.00	811
Total			1092

SALARY BASED ON INDUSTRY OF EMPLOYMENT

Answer	Average	Median	Sample
Agriculture:	\$62,857.14	\$65,000.00	14
Advanced Technologies	\$65,000.00	\$65,000.00	34
Aerospace:	\$71,458.33	\$75,000.00	72
Construction:	\$74,671.05	\$75,000.00	152
Civil:	\$66,898.15	\$65,000.00	108
Government:	\$66,385.87	\$65,000.00	184
Manufacturing (durables):	\$66,050.00	\$65,000.00	100
Manufacturing (non-durables):	\$65,454.55	\$65,000.00	33
Natural resource processing:	\$100,000.00	\$65,000.00	5
Natural resource development:	\$97,500.00	\$95,000.00	12
Telecommunications:	\$73,043.48	\$75,000.00	23
Transportation:	\$65,945.95	\$65,000.00	37
Utilities:	\$74,077.67	\$75,000.00	206
Other	\$67,121.21	\$65,000.00	66
Total			1046

SALARY BASED ON FIELD OF EMPLOYMENT

Answer	Average	Median	Sample
Architectural	\$55,833.33	\$55,000.00	12
Biosciences	\$52,500.00	\$55,000.00	2
Biological/Biomedical	\$62,222.22	\$65,000.00	18
Building	\$78,285.71	\$75,000.00	35
Chemical	\$48,750.00	\$45,000.00	4
Civil	\$70,666.67	\$45,000.00	105
Computer	\$71,000.00	\$75,000.00	25
Communication	\$77,857.14	\$75,000.00	7
Construction	\$82,848.10	\$85,000.00	79
Drafting/Engineering	\$57,079.21	\$55,000.00	101
Design	\$67,045.45	\$65,000.00	44
Electrical	\$76,762.59	\$75,000.00	139
Electronics	\$65,425.53	\$65,000.00	47
Environmental/Geoscience	\$64,259.26	\$65,000.00	27
Industrial/Manufacturing	\$68,235.29	\$65,000.00	68
Instrumentation	\$73,095.24	\$75,000.00	42
Mechanical	\$72,091.84	\$75,000.00	98
Mineral Resources/Metallurgy	\$102,500.00	\$105,000.00	2
Municipal	\$65,888.89	\$65,000.00	45
Surveying/Geometrics	\$62,307.69	\$65,000.00	13
Structural	\$62,439.02	\$65,000.00	41
Telecommunications	\$72,391.30	\$75,000.00	23
Other	\$72,173.91	\$75,000.00	69
Total			1046

SALARY BASED ON YEARS OF TECHNICAL EXPERIENCE

Answer	Average	Median	Sample
under 5	\$51,734.69	\$55,000.00	147
6-10	\$62,638.89	\$65,000.00	180
11-20	\$70,705.52	\$65,000.00	163
16 - 20	\$71,962.96	\$75,000.00	135
21 - 25	\$75,974.03	\$75,000.00	154
26 - 30	\$76,728.97	\$75,000.00	107
over 30	\$82,750.00	\$85,000.00	160
Total			1046

SALARY BASED ON EMPLOYMENT LEVEL

Answer	Average	Median	Sample
Junior	\$47,383.72	\$45,000.00	86
Intermediate	\$60,216.22	\$45,000.00	370
Specialist/Team Leader	\$75,194.38	\$75,000.00	463
Senior Manager	\$95,275.59	\$95,000.00	127
Total			1046

SALARY BASED ON SALARY BASED ON CLASSIFICATION AND YEARS OF EXPERIENCE

Answer	Technologist	Samples	Technician	Samples	Associate	Samples
under 5	\$53,426.97	89	\$53,928.57	14	\$47,613.64	44
6-10	\$64,471.83	142	\$59,565.22	23	\$50,000.00	15
11-15	\$74,637.10	124	\$62,826.09	23	\$51,562.50	16
16 – 20	\$73,894.23	104	\$70,909.09	22	\$52,222.22	9
21 – 25	\$78,658.54	123	\$66,739.13	23	\$61,250.00	8
26 – 30	\$78,488.37	86	\$68,421.05	19	\$80,000.00	2
over 30	\$82,672.41	116	\$85,285.71	35	\$73,888.89	9

SALARY BASED ON CLASSIFICATION AND FIELD OF EMPLOYMENT

Answer	Technologist	Samples	Technician	Samples	Associate	Samples
Architectural	\$66,666.67	6	\$45,000.00	4	\$45,000.00	2
Biosciences	\$75,000.00	1	\$30,000.00	1		0
Biological/Biomedical	\$63,235.29	17	\$45,000.00	1		0
Building	\$80,833.33	30	\$62,500.00	4	\$65,000.00	1
Chemical	\$55,000.00	1	\$55,000.00	2	\$30,000.00	1
Civil	\$73,597.56	82	\$58,333.33	12	\$62,272.73	11
Computer	\$71,666.67	18	\$65,000.00	3	\$72,500.00	4
Communication	\$81,666.67	6		0	\$55,000.00	1
Construction	\$83,235.29	68	\$86,250.00	8	\$65,000.00	3
Drafting/Engineering	\$61,212.12	66	\$53,636.36	22	\$41,923.08	13
Design	\$68,870.97	31	\$66,666.67	6	\$59,285.71	7
Electrical	\$76,414.14	99	\$80,781.25	32	\$65,000.00	8
Electronics	\$73,703.70	27	\$56,666.67	12	\$50,625.00	8
Environmental/Geoscience	\$63,409.09	22	\$73,750.00	4	\$45,000.00	1
Industrial/Manufacturing	\$75,102.04	49	\$55,909.09	11	\$43,125.00	8
Instrumentation	\$77,058.82	34	\$67,500.00	4	\$45,000.00	4
Mechanical	\$74,520.55	73	\$73,666.67	15	\$52,000.00	10
Mineral Resources/Metallurgy	\$85,000.00	1	\$120,000.00	1		0
Municipal	\$64,523.81	42	\$105,000.00	2	\$45,000.00	1
Surveying/Geometrics	\$65,500.00	10	\$60,000.00	2	\$35,000.00	1
Structural	\$63,970.59	34	\$80,000.00	2	\$45,000.00	5
Telecommunications	\$78,888.89	18		0	\$49,000.00	5
Other	\$70,408.16	49	\$91,818.18	11	\$57,777.78	9

SALARY BASED ON CLASSIFICATION AND INDUSTRY OF EMPLOYMENT

Answer	Technologist	Samples	Technician	Samples	Associate	Samples
Agriculture:	\$65,000.00	11	\$55,000.00	1	\$55,000.00	2
Advanced Technologies	\$71,304.35	23	\$73,333.33	3	\$43,750.00	8
Aerospace:	\$74,444.44	45	\$69,285.71	21	\$56,666.67	6
Construction:	\$76,379.31	116	\$69,666.67	30	\$66,666.67	6
Civil:	\$68,430.23	86	\$63,846.15	13	\$56,666.67	9
Government:	\$67,746.48	142	\$68,125.00	24	\$53,333.33	18
Manufacturing (durables):	\$70,214.29	70	\$62,894.74	19	\$45,000.00	11
Manufacturing (non-durables)	\$70,250.00	20	\$60,714.29	7	\$55,000.00	6
Natural resource processing:	\$100,000.00	5		0		0
Natural resource development:	\$95,625.00	8	\$101,250.00	4		0
Telecommunications:	\$82,812.50	16	\$50,000.00	2	\$51,000.00	5
Transportation:	\$68,166.67	30	\$58,333.33	3	\$55,000.00	4
Utilities	\$75,889.57	163	\$74,600.00	25	\$56,944.44	18
Other	\$70,816.33	49	\$71,428.57	7	\$46,000.00	10

SALARY BASED ON CLASSIFICATION AND EMPLOYMENT LEVEL

	Technologist	Samples	Technician	Samples	Associate	Samples
Answer Employee	\$71,423.80	748	\$67,500.00	152	\$52,961.17	103
Self-employed	\$95,555.56	36	\$98,571.43	7	0	0
Retired	\$0.00	19	\$0.00	10	\$0.00	1
Unemployed	\$0.00	8	\$0.00	3	\$0.00	5

CTTAM DUES PAID BY:

Self: 32%
Shared: 1%
Employer 67%