

CTTAM

2010 Salary Survey

The 2010 CTTAM Salary Survey which had a return rate of 795 participants is now complete. 33% of C.E.T.'s; 31% of C.Tech's. and 29% 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. Congratulations to Mark Sansome, C.E.T. who was the winner of the \$250.00 gift card. Mark'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 whomake up our Membership. They are under professional andethical obligations to answer the questions fairly and honestly.

CTTAM 2010 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

Choose the industry you are primarily employed or consult in from the following list.

NOTE: This is the industry in which you work in, not your 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.
- **Consulting Engineering:** providing engineering design, management, advisory and construction services
- **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 you work in.

Years of Technical Experience - Since graduating.

Employment Level Please select the one category that best describes your 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.

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.

Intermediate

Experienced with good working knowledge of the industry.
Could have some responsibility for technical projects and/or Budget projects.
Typically 5 – 15 years experience.

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 Your current basic annual salary including overtime, bonuses etc.

CTTAM 2010 Salary Survey Results**All Samples: 795**

Table 1 Current Employment Status				
Answer	Average	Median	Sample	
Employee	\$68,541.90	\$70,000.00		751
Self-employed (contractor/consultant)	\$91,666.60	\$90,000.00		12
Retired	\$0.00	\$0.00		19
Unemployed	\$36,538.40	\$35,000.00		13
Total				795

Table 2 Age				
Answer	Average	Median	Sample	
under 30	\$50,034.70	\$50,000.00		144
31 - 35	\$63,875.00	\$65,000.00		120
36 - 40	\$70,430.10	\$70,000.00		93
41 - 45	\$74,250.00	\$75,000.00		120
46 - 50	\$76,066.10	\$75,000.00		136
51 - 55	\$74,803.90	\$75,000.00		102
56 - 60	\$73,500.00	\$75,000.00		50
61 - 65	\$43,947.30	\$45,000.00		19
65 - 70	\$29,375.00	\$30,000.00		8
over 70	\$0.00	\$0.00		3
Total				795

Table 3 Education				
Answer	Average	Median	Sample	
High School	\$38,529.40	\$40,000.00		17
Technical College Certificate	\$67,291.60	\$70,000.00		48
Technical College Diploma	\$68,106.30	\$70,000.00		602
University	\$63,789.00	\$65,000.00		128
Total				795

Table 4 Last Diploma/Degree Received				
Answer	Average	Median	Sample	
in Manitoba	\$67,515.50	\$70,000.00		644
Within Canada - outside Manitoba	\$69,402.90	\$70,000.00		67
Outside Canada	\$58,571.40	\$60,000.00		84
Total				795

Table 5 CTTAM Membership Category				
Answer	Average	Median	Sample	
Non-certified	\$47,944.40	\$50,000.00		90
Certified Technicians	\$60,984.20	\$60,000.00		127
Certified Technologists	\$70,916.90	\$70,000.00		578
Total				795

Table 6 Industry of Employment				
Answer	Average	Median	Sample	
Agriculture:	\$65,000.00	\$65,000.00		7
Advanced Technologies	\$71,478.30	\$70,000.00		24
Aerospace:	\$67,884.60	\$70,000.00		52
Construction:	\$67,876.70	\$70,000.00		73
Civil:	\$61,568.60	\$60,000.00		51
Government:	\$67,750.00	\$70,000.00		140
Manufacturing (durables):	\$60,810.80	\$60,000.00		74
Manufacturing (non-durables):	\$70,714.20	\$70,000.00		21
Natural resource processing:	\$78,333.30	\$80,000.00		6
Natural resource development:	\$101,666.60	\$100,000.00		6
Telecommunications:	\$68,750.00	\$70,000.00		20
Transportation:	\$60,000.00	\$60,000.00		16
Utilities:	\$66,202.50	\$65,000.00		177
Consulting Engineering	\$77,344.60	\$80,000.00		79
Other	\$60,500.00	\$60,000.00		30
Total				776

Table 7				
Field of Employment				
Answer	Average	Median	Sample	
Architectural	\$53,181.80	\$55,000.00		11
Biosciences	\$85,000.00	\$85,000.00		1
Biological/Biomedical	\$67,105.20	\$70,000.00		19
Building	\$75,294.10	\$75,000.00		17
Chemical	\$0.00	\$0.00		0
Civil	\$70,434.70	\$70,000.00		92
Computer	\$76,739.00	\$75,000.00		23
Communication	\$85,000.00	\$85,000.00		2
Construction	\$69,522.00	\$70,000.00		44
Drafting/Engineering	\$56,311.00	\$55,000.00		61
Design	\$61,250.00	\$60,000.00		40
Electrical	\$76,176.00	\$75,000.00		102
Electronics	\$65,952.00	\$65,000.00		42
Environmental/Geoscience	\$58,695.00	\$60,000.00		23
Industrial/Manufacturing	\$62,619.00	\$65,000.00		42
Instrumentation	\$76,617.00	\$75,000.00		34
Mechanical	\$71,268.00	\$70,000.00		67
Mineral Resources/Metallurgy	\$78,750.00	\$80,000.00		4
Municipal	\$67,000.00	\$65,000.00		45
Surveying/Geometrics	\$60,416.60	\$60,000.00		12
Structural	\$63,695.60	\$65,000.00		23
Telecommunications	\$77,631.00	\$80,000.00		19
Other	\$68,207.50	\$70,000.00		53
Total				776

Table 8				
Years of Technical Experience				
Answer	Average	Median	Sample	
under 5	\$48,986.00	\$50,000.00		148
6-10	\$62,500.00	\$60,000.00		142
11-20	\$70,500.00	\$70,000.00		110
16 - 20	\$74,255.30	\$75,000.00		94
21 - 25	\$77,478.00	\$75,000.00		115
26 - 30	\$79,925.30	\$80,000.00		67
over 30	\$79,250.00	\$80,000.00		100
Total				776

Table 9 Employment level.			
Answer	Average	Median	Sample
Junior	\$44,711.50	\$45,000.00	104
Intermediate	\$59,739.70	\$60,000.00	269
Specialist/Team Leader	\$77,213.80	\$75,000.00	332
Senior Manager	\$94,295.70	\$95,000.00	71
Total			776

Table 10 Salary Based on Classification and Years of Experience						
Answer	Technologist	Samples	Technician	Samples	Associate	Samples
under 5	\$53,311.00	77	\$45,357.00	14	\$44,035.00	57
6-10	\$65,990.00	111	\$52,380.00	21	\$45,000.00	10
11-15	\$73,539.00	89	\$60,714.00	14	\$51,428.00	7
16 - 20	\$75,743.00	74	\$67,142.00	14	\$72,500.00	6
21 - 25	\$81,166.00	90	\$68,500.00	20	\$47,000.00	5
26 - 30	\$81,944.00	54	\$69,583.00	12	\$95,000.00	1
over 30	\$81,142.00	70	\$77,500.00	26	\$57,500.00	4

Table 11 Salary Based on Classification and Field of Employment							
Answer	Technologist	Samples	Technician	Samples	Associate	Samples	
Architectural	\$51,666.00		3	\$58,333.00	6	\$40,000.00	2
Biosciences	\$85,000.00		1		0		0
Biological/Biomedical	\$69,375.00		16	\$55,000.00	1	\$55,000.00	2
Building	\$71,428.00		14	\$93,333.00	3		0
Chemical			0		0		0
Civil	\$72,948.00		78	\$75,000.00	6	\$42,500.00	8
Computer	\$77,647.00		17	\$75,000.00	2	\$73,750.00	4
Communication	\$85,000.00		2		0		0
Construction	\$71,515.00		33	\$65,000.00	8	\$45,000.00	3
Drafting/Engineering	\$63,918.00		37	\$44,166.00	18	\$45,833.00	6
Design	\$65,384.00		26	\$57,500.00	8	\$48,333.00	6
Electrical	\$80,684.00		73	\$74,523.00	21	\$39,375.00	8
Electronics	\$68,666.00		30	\$59,000.00	5	\$59,285.00	7
Environmental/Geoscience	\$60,277.00		18	\$58,333.00	3	\$45,000.00	2
Industrial/Manufacturing	\$70,000.00		27	\$58,750.00	8	\$38,571.00	7
Instrumentation	\$83,333.00		27	\$51,666.00	3	\$50,000.00	4
Mechanical	\$74,803.00		51	\$73,750.00	8	\$46,250.00	8
Mineral Resources/Metallurgy	\$55,000.00		2	\$102,500.00	2		0
Municipal	\$71,470.00		34	\$68,333.00	3	\$47,500.00	8
Surveying/Geometrics	\$61,666.00		9	\$75,000.00	1	\$47,500.00	2
Structural	\$65,625.00		16	\$65,000.00	2	\$57,000.00	5
Telecommunications	\$82,500.00		16	\$35,000.00	1	\$60,000.00	2
Other	\$73,714.00		35	\$65,416.00	12	\$41,666.00	6

Table 12 Salary Based on Classification and Age							
Answer	Technologist	Samples	Technician	Samples	Associate	Samples	
under 30	\$55,224.00		89	\$44,583.00	12	\$40,813.00	43
31 - 35	\$65,851.00		94	\$56,666.00	15	\$56,818.00	11
36 - 40	\$76,911.00		68	\$56,000.00	10	\$50,666.00	15
41 - 45	\$78,510.00		94	\$64,333.00	15	\$51,363.00	11
46 - 50	\$79,540.00		98	\$67,121.00	33	\$67,000.00	5
51 - 55	\$76,818.00		77	\$70,652.00	23	\$45,000.00	2
56 - 60	\$73,289.00		38	\$76,000.00	10	\$65,000.00	2
61 - 65	\$44,687.00		16	\$32,500.00	2	\$55,000.00	1
65 - 70	\$16,250.00		4	\$42,500.00	4		0
over 70			0	\$0.00	3		0

Table 13 Salary Based on Classification and Education Level							
Answer	Technologist	Samples	Technician	Samples	Associate	Samples	
High School	\$30,000.00		1	\$49,000.00	5	\$34,545.00	11
Technical College Certificate	\$82,222.00		9	\$66,764.00	34	\$44,000.00	5
Technical College Diploma	\$71,068.00	496		\$58,666.00	45	\$50,983.00	61
University	\$69,027.00		72	\$60,232.00	43	\$46,538.00	13

Table 14 Salary Based on Classification and Industry of Employment							
Answer	Technologist	Samples	Technician	Samples	Associate	Samples	
Agriculture:	\$73,000.00		5		0	\$45,000.00	2
Advanced Technologies	\$73,500.00		20	\$35,000.00	1	\$70,000.00	3
Aerospace:	\$71,111.00		36	\$61,153.00	13	\$58,333.00	3
Construction:	\$67,755.00		49	\$60,625.00	16	\$37,500.00	8
Civil:	\$65,555.00		36	\$72,500.00	4	\$44,545.00	11
Government:	\$69,189.00	111		\$66,521.00	23	\$45,833.00	6
Manufacturing (durables):	\$70,000.00		49	\$46,818.00	11	\$39,642.00	14
Manufacturing (non-durables)	\$83,636.00		11	\$65,000.00	6	\$43,750.00	4
Natural resource processing:	\$79,000.00		5	\$75,000.00	1		0
Natural resource development:	\$100,000.00		3	\$103,333.00	3		0
Telecommunications:	\$72,666.00		15	\$35,000.00	1	\$62,500.00	4
Transportation:	\$59,444.00		9	\$50,000.00	2	\$65,000.00	5
Utilities	\$72,033.00		59	\$53,076.00	13	\$41,428.00	7
Other	\$80,000.00	138		\$75,000.00	25	\$55,357.00	14

Table 15 Salary Based on Classification and Employment level							
Answer	Technologist	Samples	Technician	Samples	Associate	Samples	
Employee	\$72,319.00	554	\$63,907.00	119	\$48,782.00	78	
Self-employed	\$93,333.00	9	\$70,000.00	2	\$120,000.00	1	
Retired	\$0.00	13	\$0.00	6		0	
Unemployed	\$42,500.00	2		0	\$35,454.00	11	

Benefits.		
Answer	Sample	
Life Insurance Plan		679
Prescription Drug Plan		675
Disability Plan		657
Dental Plan		719
Extended Health Plan		643
Pension Plan		622
Supplied Vehicle		114
None		28
Total		4137

CTTAM dues paid by		
Answer	Sample	
Self		253
Employer		515
Shared		8
Total		776