



2022

SCALE

Standards for Compensation
And Leadership Excellence

**SALARY RANGES &
VARIANCES**

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And Leadership Excellence

Salary Ranges

Accounting, Payroll and Finance	3
Admin, Clerical and General Office	4
Credit and Collections.....	4
Customer Service and Call Center	4
Human Resources	5
Insurance	5
IT and Engineering	6
Legal	6
Management.....	6
Manufacturing/Logistics.....	7
Marketing, Writing and Design.....	7
Sales	7
Skilled Trade.....	8
Warehouse and Light Industrial	9

Variances

Provincial Salary Variances	10
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Accounting, Payroll, Finance

	Low	Median	High	% Change
Accountant	\$50,950	\$65,330	\$75,280	3%
Accounting Clerk	44,300	50,790	62,010	1%
Accounting Manager	77,560	95,880	122,570	4%
Accounts Payable	44,940	47,530	56,320	4%
Accounts Receivable	71,400	73,000	100,830	-2%
AP/AR Manager	71,400	73,000	100,830	-2%
Assistant Controller	88,690	96,920	114,640	-3%
Auditor	75,530	83,170	94,660	-1%
Bilingual Accounts Receivable	53,000	57,000	62,000	0%
Billing Clerk	44,390	48,370	61,180	1%
Billing Manager	60,010	69,300	94,450	8%
Bookkeeper	55,840	60,430	75,750	-5%
Chartered Accountant (CA)(CPA)	77,610	85,020	110,170	1%
Collections Specialist	45,410	47,800	65,720	2%
Controller	100,280	120,500	135,830	0%
Cost Accountant	65,760	75,000	90,590	0%
Director of Finance	121,850	150,865	180,000	-5%
Finance Manager	105,480	115,220	135,150	1%
Financial Analyst	63,780	71,850	95,430	1%
Full Charge Bookkeeper	64,570	65,560	75,350	-7%
Investment Assistant	40,540	43,740	58,680	14%
Junior Financial Analyst	59,230	63,600	67,000	4%
Payroll Coordinator	49,820	54,410	67,460	2%
Payroll Manager	73,050	84,260	115,690	1%
Payroll Specialist	59,100	64,820	81,850	-2%
Purchasing Clerk	41,220	46,400	58,610	7%
Purchasing Manager	63,410	80,530	97,630	3%
Purchasing/Buyer	51,410	61,250	71,220	3%
Senior Accountant	72,420	78,630	95,360	3%
Senior Financial Analyst	82,100	88,530	95,890	-3%
Senior Staff Accountant	58,680	77,740	95,560	8%
Staff Accountant	48,010	55,030	61,940	5%
Supply Chain Manager	76,760	87,910	123,000	1%
Tax Accountant	67,950	76,610	98,160	-2%
Tax Manager	105,270	122,250	162,460	-4%
Vice President of Finance	163,210	187,800	244,830	1%
Vice President of Tax	184,160	217,690	260,190	7%

Admin, Clerical, General Office

	Low	Median	High	% Change
Administrative Assistant	\$42,080	\$46,700	\$62,480	4%
Bilingual Administrative Assistant	51,330	53,650	65,460	1%
Data Entry Specialist	35,220	38,790	51,560	4%
Executive Assistant	56,760	61,450	82,020	2%
Facilities Coordinator	46,650	55,390	77,450	9%
File Clerk	34,120	35,330	47,720	7%
Front Desk Coordinator	38,140	41,630	54,290	6%
Junior Administrative Assistant	40,210	43,650	56,030	7%
Logistics Coordinator	53,900	59,840	86,650	8%
Office Assistant	37,480	38,300	46,030	5%
Office Clerk	35,400	38,790	51,120	4%
Office Manager	51,070	61,340	82,000	8%
Order Management Specialist	47,470	52,330	58,190	5%
Production Manager	66,740	82,690	110,800	1%
Quality Assurance Manager	82,610	93,520	107,390	3%
Receptionist	38,840	42,990	54,620	5%
Senior Administrative Assistant	50,060	53,850	71,530	-2%
Senior Data Entry Specialist	39,110	40,490	53,110	2%
Senior Executive Assistant	61,170	67,930	100,640	-6%
Senior Office/Facilities Manager	75,700	76,440	113,480	5%
Switchboard Operator	39,030	39,330	48,320	-1%

Credit, Collections

	Low	Median	High	% Change
Bilingual Collections Representative	\$45,060	\$46,500	\$52,550	2%
Bilingual Credit Analyst	62,500	63,620	74,240	2%
Credit Analyst	59,960	61,290	68,710	3%
Credit/Collections Manager	76,140	77,290	103,960	3%
Senior Collector	48,440	51,500	64,210	-4%

Customer Service, Call Center

	Low	Median	High	% Change
Bilingual Call Center Manager	\$83,450	\$84,350	\$109,270	0%
Bilingual Call Center Representative	42,210	45,645	48,100	1%
Bilingual Customer Service Manager	87,680	87,970	114,070	-2%
Bilingual Order Manager	49,180	56,530	62,480	5%
Call Center CSR-Inbound	37,000	39,410	47,450	6%
Call Center CSR-Outbound	35,620	38,390	47,960	7%
Call Center Lead	43,360	47,710	65,300	-1%
Call Center Manager	56,980	72,280	98,860	-9%
Customer Service Manager	60,950	70,200	95,420	3%
Customer Service Representative	41,260	43,440	59,540	1%

Human Resources

	Low	Median	High	% Change
Benefits Manager	\$69,390	\$77,940	\$101,480	2%
Bilingual HR Generalist	58,000	65,000	75,000	0%
Bilingual Talent Acquisition	60,000	72,000	80,000	0%
Compensation Manager	104,840	109,790	136,630	5%
Health and Safety Advisor	73,020	80,350	99,220	3%
Health and Safety Manager	98,140	98,690	136,410	3%
HR Director	132,580	160,530	192,630	1%
HR Generalist	66,000	75,490	85,880	4%
HRIS Administrator	76,900	84,890	92,830	10%
HRIS Manager	108,280	115,600	122,220	2%
Human Resources Manager	90,230	110,270	130,090	1%
Junior Recruiter	43,100	50,160	62,690	2%
Labour Relations Specialist	69,140	74,550	91,740	8%
Senior Recruiter	80,760	90,270	110,470	1%
Trainer	57,260	71,220	95,310	1%
Training Manager	99,210	103,600	132,000	-1%

Insurance

	Low	Median	High	% Change
Adjuster	\$88,690	\$96,920	\$114,640	-3%
Associate Broker	48,350	53,900	65,400	1%
Broker	55,630	61,800	86,840	7%
Claims Assistant	40,670	41,090	51,870	1%
Claims Manager	51,670	58,970	78,980	8%
Systems Administrator	61,160	75,950	103,710	3%
Trust Assistant	44,270	45,870	52,050	-1%
Underwriter	51,720	57,840	79,750	9%
Underwriting Assistant	44,880	46,120	54,090	6%

IT and Engineering

	Low	Median	High	% Change
Applications Analyst	\$83,430	\$88,180	\$116,070	-2%
Bilingual Help Desk Support	51,720	53,720	62,570	3%
Design Engineer	81,880	90,250	110,100	1%
Engineer	70,480	86,740	108,170	2%
Engineering Manager	102,520	118,730	142,390	6%
Help Desk Support	50,900	58,320	76,740	1%
Industrial Engineer	68,450	81,710	111,440	-1%
Mechanical Engineer	70,930	84,290	114,570	1%
Network Administrator	57,250	73,940	104,300	5%
Program Developer	74,080	82,940	106,570	7%
Programmer Analyst	70,300	80,910	102,850	4%
Software Engineer	78,190	88,650	116,520	4%
Systems Analyst	73,170	83,450	109,820	6%
Systems Architect	98,470	109,370	138,440	5%
Systems Integration Manager	89,910	93,370	112,460	3%
Test Engineer	69,750	86,820	113,810	2%
Verification Engineer	72,720	90,670	122,860	7%
Web Designer	64,450	76,840	102,830	5%

Legal

	Low	Median	High	% Change
Contract Administrator	\$43,730	\$47,970	\$67,100	4%
Dictation Secretary	44,680	46,240	54,570	7%
Legal Assistant	42,860	49,810	72,350	8%
Legal Biller	47,210	52,120	64,780	1%
Legal Receptionist	36,960	41,400	53,750	5%
Legal Secretary	51,900	57,930	77,710	-4%

Management

	Low	Median	High	% Change
Chief Operations Officer (COO)	\$175,000	\$225,000	\$300,000	0%
Chief Technology Officer (CTO/CIO)	200,000	250,000	300,000	0%
Director of Operations	110,680	140,010	160,050	2%
Foreman	62,890	74,600	117,060	9%
Full Charge Bookkeeper	64,570	65,560	75,350	-7%
General Manager	92,610	104,370	161,310	-4%
Team Lead	57,530	64,510	81,920	8%
Vice President of Marketing	175,000	225,000	250,000	0%
Vice President Of Operations	155,580	175,280	249,890	-10%

Manufacturing/Logistics

	Low	Median	High	% Change
Facilities Manager	\$79,970	\$80,130	\$110,120	4%
Logistics Manager	69,560	76,630	115,640	5%
Operations Manager	69,690	83,590	127,740	6%
Project Manager	66,360	78,130	106,160	4%
Quality Assurance Manager	78,970	90,980	104,460	4%

Marketing, Writing and Design

	Low	Median	High	% Change
Bilingual Marketing Coordinator/Assistant	\$55,080	\$57,020	\$64,800	2%
Chief Marketing Officer (CMO)	175,000	225,000	250,000	0%
Copywriter	53,700	60,000	80,290	8%
Graphic Designer	50,740	58,480	79,590	9%
Marketing Coordinator/Assistant	51,780	58,730	78,270	9%
Marketing Data Coordinator	42,900	48,440	69,150	10%
Marketing Manager	73,290	82,470	110,680	3%
Project Director	82,790	95,350	133,250	17%
Proposal/Grant Writer	51,360	58,230	79,500	6%
Technical Writer	56,820	64,420	91,640	7%

Sales

	Low	Median	High	% Change
Account Executive	\$45,610	\$57,510	\$95,530	11%
Account Manager	55,260	70,180	107,720	7%
Bilingual Account Executive	58,630	68,650	89,880	3%
Bilingual Outside Sales Representative	52,000	60,000	67,000	0%
Bilingual Sales Coordinator	51,380	54,940	65,900	3%
Director of Sales	120,000	155,920	175,460	2%
Inside Sales Representative	42,360	50,030	68,930	3%
Outside Sales Representative	44,980	53,980	79,590	2%
Referral Coordinator	39,020	40,820	48,930	7%
Sales Assistant	37,150	40,690	54,640	4%
Sales Coordinator	43,130	49,990	66,720	3%
Sales Manager	70,970	82,050	132,000	8%
Vice President of Sales	105,040	115,860	167,970	2%

<i>Skilled Trades</i>	Low	Median	High	% Change
Automation Technician	\$58,140	\$65,380	\$83,820	3%
CAD Drafter/Designer	54,290	60,170	74,940	1%
CHSO Construction Health and Safety	73,780	79,280	98,200	8%
CNC Machinist	56,650	72,800	88,890	1%
CNC Operator	42,860	45,070	54,100	8%
CNC Programmer	63,380	69,100	87,790	1%
Construction and Maintenance Electrician	67,740	77,180	95,690	3%
Construction Project Coordinator	54,810	65,400	89,120	1%
Construction Project Manager	93,630	103,830	153,240	0%
Continuous Improvement Manager	120,260	123,430	170,140	-3%
Control Technician	71,800	80,390	102,200	2%
Conventional Machinists	56,160	62,400	72,800	5%
CWB Welding	60,510	71,750	92,530	7%
CWB Welding Supervisors	68,260	80,540	113,870	2%
Dual-Ticket Millwright/Electrician	89,980	99,000	119,600	1%
Electrical Controls Designer	69,770	77,010	97,850	1%
Electrical Engineer	72,270	85,260	116,080	4%
Electrical Supervisor	95,000	110,990	120,000	6%
Engineering Manager	104,560	121,360	145,810	5%
Engineering Technologist	70,120	78,520	98,270	1%
Estimator	88,690	99,800	138,970	2%
Estimator Drafter	49,600	54,080	68,640	5%
Global Manufacturing Manager	107,350	109,110	152,310	2%
Heavy Equipment Mechanic	79,040	83,200	101,510	5%
Heavy Steel Welder and Fabricator	50,750	56,190	73,280	3%
Industrial Electrician	69,670	75,500	93,600	3%
Maintenance Manager	85,310	100,000	130,000	2%
Maintenance Supervisor	70,000	85,000	100,000	3%
Manufacturing Engineer	67,470	73,090	87,600	4%
Mechanical Assembler	42,610	45,920	62,640	10%
Mechanical Design Engineer	67,610	73,340	93,230	5%
Mechanical Technologist	64,630	69,900	88,120	2%
Millwright, Industrial Maintenance Mechanic	68,820	83,200	93,600	7%
Moulding and Die Engineer	71,480	81,110	96,020	4%
Mouldmaker/Tool and Die	70,270	73,640	91,280	3%
Packaging Technician	52,000	60,320	72,800	13%
Plant Manager	105,330	124,260	174,830	1%
PLC Programmer	65,350	72,430	93,420	5%
Process Engineer	79,830	89,030	112,160	3%
Production Engineer	72,900	81,840	103,620	2%
Program Manager	90,910	91,000	128,640	10%

Skilled Trades (continued)

	Low	Median	High	% Change
Quality Engineer	\$71,220	\$81,080	\$101,430	3%
Quality Technician	42,580	59,450	83,680	-1%
Quantity Surveyor	64,520	75,270	91,440	5%
Robotics Technician	62,380	70,720	81,410	1%
Rolling Mill Operator	59,500	63,740	70,130	6%
Service Technician	50,840	62,840	82,890	2%
Supplier Quality Engineer	76,610	84,600	102,830	2%
Supplier Quality Manager	112,770	115,210	155,400	7%
Surface Metal Technology Professional	63,430	69,990	83,820	-5%
Test and Repair Technician	55,220	57,010	65,320	2%
Truck and Coach Mechanics	58,740	71,580	89,360	-5%
Weld Control Technician	67,370	74,780	92,060	-2%

Warehouse, Light Industrial

	Low	Median	High	% Change
Assembler	\$38,150	\$47,050	\$51,000	8%
Fleet Manager	53,570	64,440	100,620	9%
Forklift Operator	40,070	45,670	52,850	7%
Inventory Analyst	47,570	51,780	63,800	6%
Inventory Clerk	37,160	39,760	52,660	3%
Mailroom Clerk	33,470	35,480	46,500	8%
Manufacturing Technician	45,210	53,490	73,660	9%
Material Handler	39,880	45,670	54,140	1%
Picker/Packer	33,520	35,420	45,360	6%
Safety Manager	73,340	74,790	104,450	8%
Shipping/Receiving Clerk	36,230	43,077	49,240	4%
Shipping/Receiving Manager	52,970	60,765	83,160	9%
Warehouse Clerk	32,960	41,560	48,380	3%
Warehouse Manager	64,630	83,047	109,890	4%

Provincial Salary Variances

To determine the estimated salary range for a position in your area, use these local variance numbers.

NEWFOUNDLAND AND LABRADOR.....	98%	SASKATCHEWAN	98%
PRINCE EDWARD ISLAND	85%	ALBERTA	107%
NOVA SCOTIA	87%	BRITISH COLUMBIA	96%
NEW BRUNSWICK.....	87%	YUKON TERRITORY	109%
QUEBEC.....	92%	NORTHWEST TERRITORIES	136%
ONTARIO	100%	NUNAVUT	127%
MANITOBA	89%		



Online SCALE Portal

appleone.ca/SCALE

- Hiring, engagement, and retention tools
- Up-to-date salary information
- Workforce guidance
- Complete job descriptions