

## Compensation and Benefits report 2020

### COIRI Wage and Salary reports

#### Significant Points to note

APPRAISER								
Category	Sample Size	# Emp. in Job	Average Salary	Average Min. Salary	Average Max. Salary	Sample Size	Average Target Bonus	Average Max. Bonus
<b>Type of Establishment</b>								
Private Sector	5	11	\$63,182	\$50,666	\$65,333	1	10.0%	15.0%
Crown Corporation	3	305	\$67,125	\$57,591	\$69,062			
Other	2	13	\$63,103	\$53,362	\$73,893	1	6.0%	9.0%
<b>Industry</b>								
Automotive/Heavy Equipment Sales/Service/Repair	5	11	\$63,182	\$50,666	\$65,333	1	10.0%	15.0%
Insurance	5	318	\$65,516	\$55,899	\$70,994	1	6.0%	9.0%
<b>Region</b>								
Saskatchewan	4	46	\$65,043	\$53,141	\$69,022	1	6.0%	9.0%
Manitoba	4	75	\$63,196	\$50,775	\$65,825	1	10.0%	15.0%
Other	2	208	\$66,199	\$59,874	\$71,615			
All	10	329	\$64,479	\$53,937	\$68,871	2	8.0%	12.0%

- Average appraiser salary in MB is the lowest in this comparison. Also note average in crown cooperation is the highest in this category. \$3197 behind SK and \$3273 behind Crown

AUTOBODY REPAIR TECHNICIAN								
Category	Sample Size	# Emp. in Job	Average Salary	Average Min. Salary	Average Max. Salary	Sample Size	Average Target Bonus	Average Max. Bonus
<b>Type of Establishment</b>								
Private Sector	6	49	\$57,784	\$47,614	\$86,741	1		3.0%
Other	1	3	\$55,404	\$44,311	\$55,404			
<b>Industry</b>								
Automotive/Heavy Equipment Sales/Service/Repair	6	49	\$57,784	\$47,614	\$86,741	1		3.0%
Other	1	3	\$55,404	\$44,311	\$55,404			
<b>Region</b>								
Saskatchewan	4	13	\$65,210	\$57,155	\$81,577	1		3.0%
Manitoba	3	39	\$47,091	\$40,152	\$60,112			
All	7	52	\$57,444	\$48,441	\$78,907	1		3.0%

- Manitoba again has the lowest average for Autobody tech in the average category this is \$17003 difference to SK and \$4159 less than the private sector.

## PARTS TECHNICIAN

Category	Sample Size	# Emp. in Job	Average Salary	Average Min. Salary	Average Max. Salary
<b>Type of Establishment</b>					
Private Sector	7	46	\$54,900	\$45,946	\$58,571
Crown Corporation	3	60	\$61,071	\$55,348	\$64,606
<b>Industry</b>					
Automotive/Heavy Equipment Sales/Service/Repair	7	46	\$54,900	\$45,946	\$58,571
Other	3	60	\$61,071	\$55,348	\$64,606
<b>Region</b>					
Saskatchewan	6	71	\$61,793	\$55,990	\$69,531
Manitoba	4	35	\$46,611	\$39,961	\$46,339
All	10	106	\$54,202	\$50,647	\$60,834

- Average Parts Tech in MB lowest in the study. In average category MB Parts tech is \$16029 less than SK and \$15387 less than crown cooperation

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### General Information

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*This report covers 13 positions. Data was collected from 27 companies located in Saskatchewan, Manitoba, Ontario, and British Columbia. Participants used detailed job descriptions to match their data to the appropriate job in the report. Participants were required to rate their match as poor (0-49%), good (50-69%), or excellent (70-100%). The results excluded any data from the poor category. A table identifying the match quality of each job is included after each title. For each position, the report includes the complete job description used by participants for matching, a table on the quality of the match, weekly hours, company-paid benefits, shift differentials, and any special certifications required for the position. It also includes the average, minimum, and maximum salary or wage, and if applicable, the target and maximum bonus.*

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### Conclusion

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From the report I have extracted the most relevant positions for autobody. In accordance to the report MB is the lowest on average for Appraiser, Autobody Technician and Parts Technician. It is worth a note that MPI and SGI were part of the report for Crown Cooperation and two local MB autobody locations were also participants with one being dealer and one being Independent. The report shows clearly that MB is an outlier for compensation in key positions in the autobody trade with significant gaps to other jurisdictions and to the crown corporations.