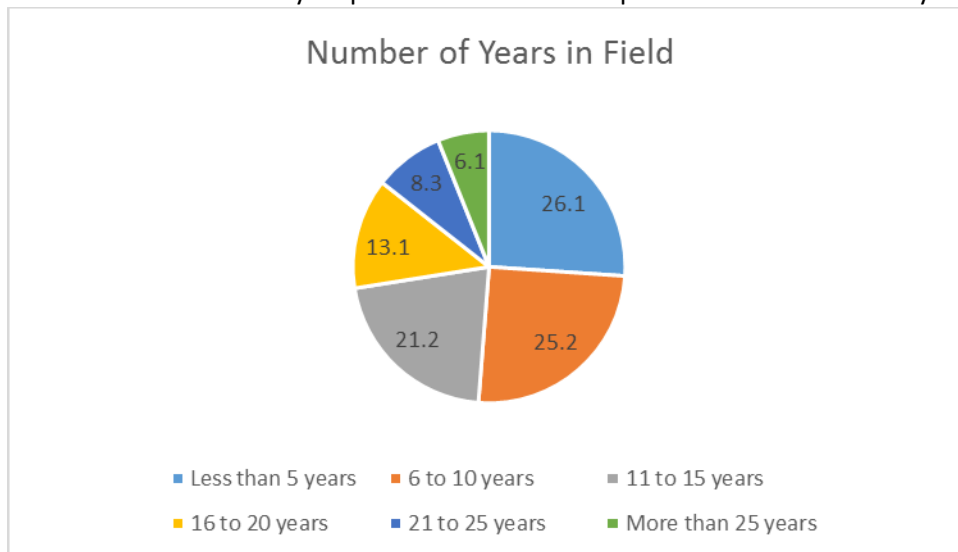


# The Value of an Operator: 2017 EOCP Certified Operator Salary Survey

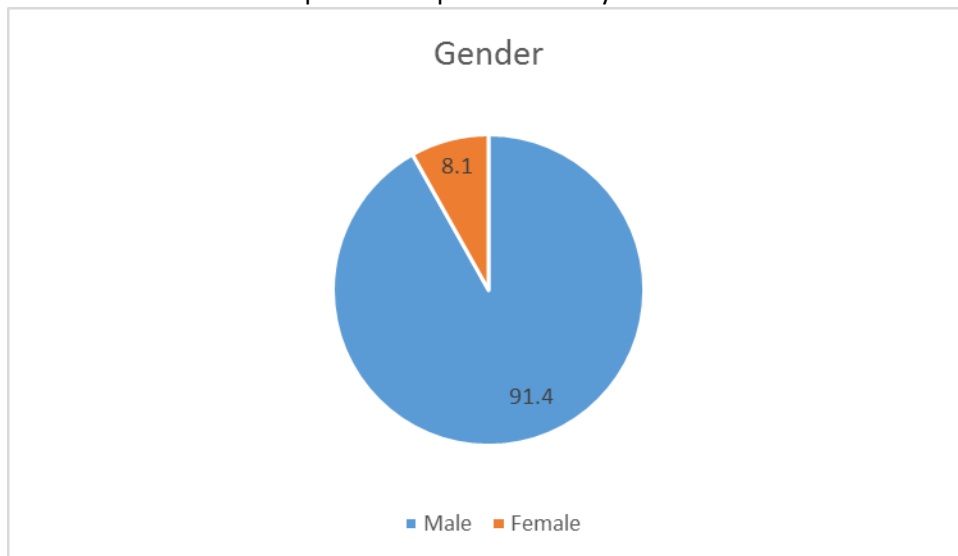
- By Andrea Hughes and Kalpna Solanki

When the EOCP completed a survey of its membership in 2016, many respondents asked us to complete a salary survey. Following are highlights of the salary survey data including charts.

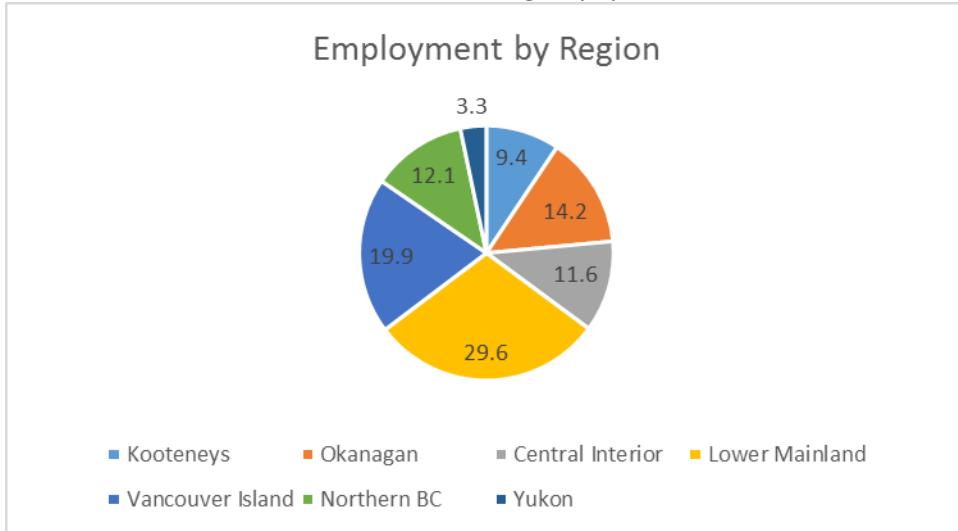
1. More than 550 Operators participated in the EOCP Salary Survey.
2. More than 50% of survey respondents have been Operators for less than 10 years:



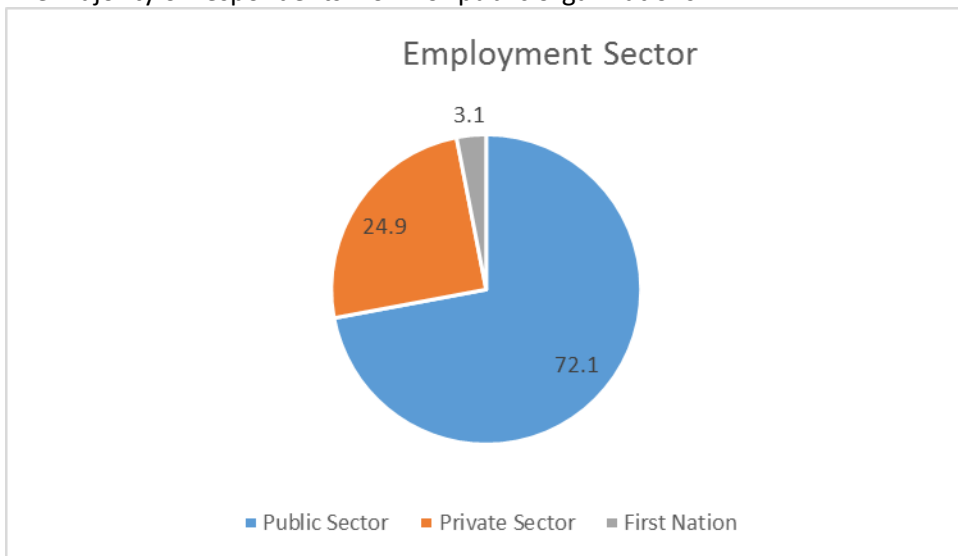
3. Almost 92% of respondents are male which is not surprising since several previous surveys have shown that the field of Operators is predominantly male:



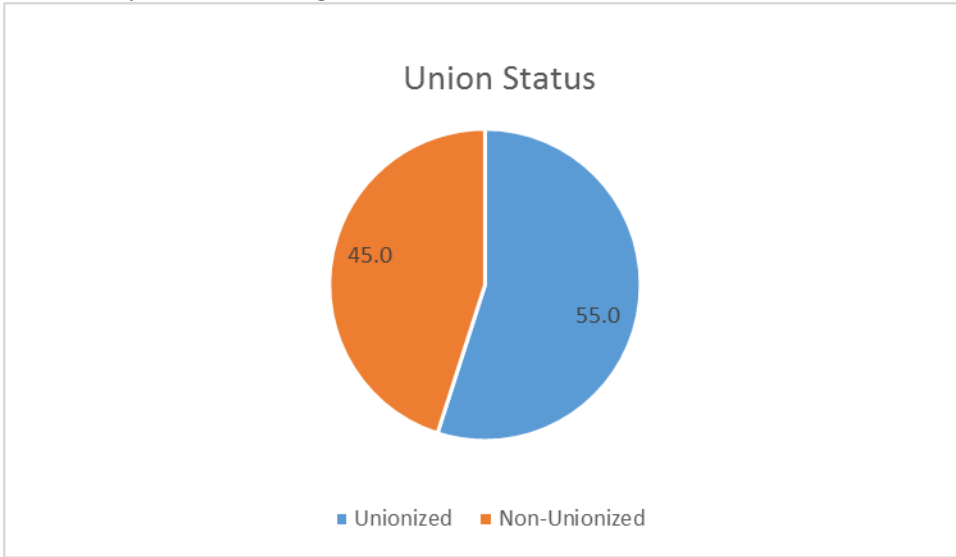
4. Almost 30% of respondents work in the Lower Mainland – the concentration of Operators in the Lower Mainland also correlates with the largest population centre in BC.



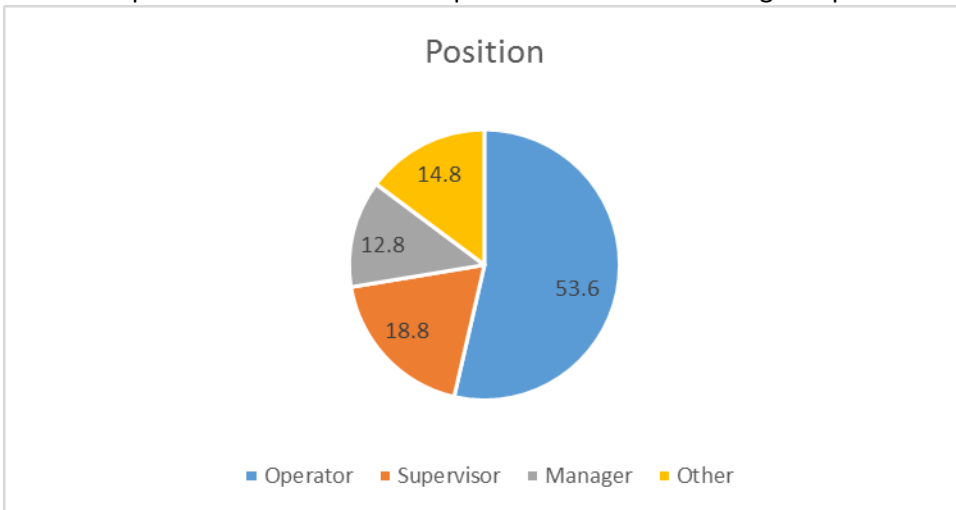
5. The majority of respondents work for public organizations:



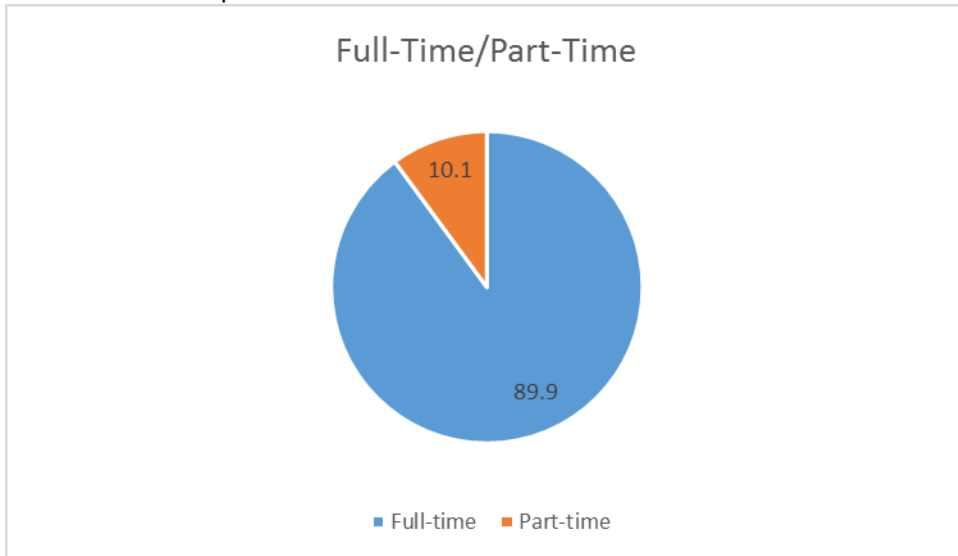
6. 55% of respondents belong to a union:



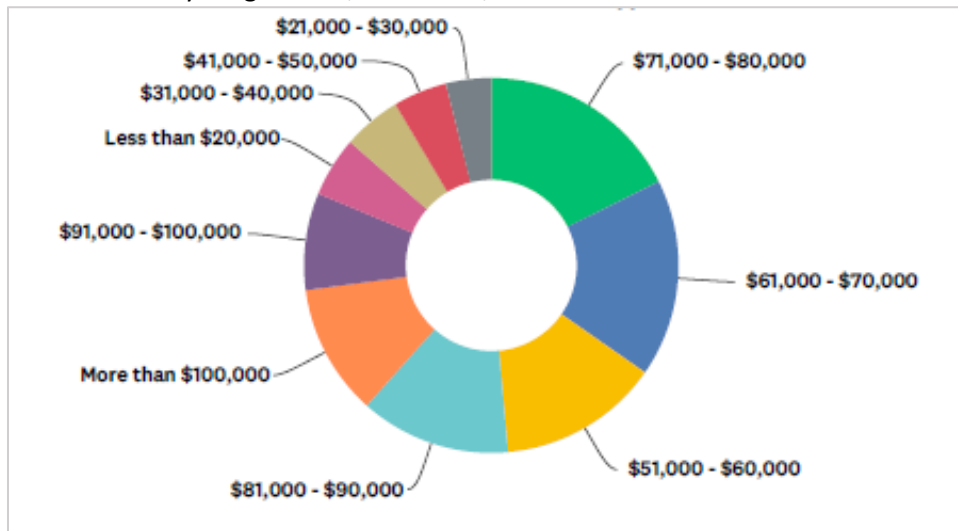
7. Certified Operators work in several capacities with most working as Operators:



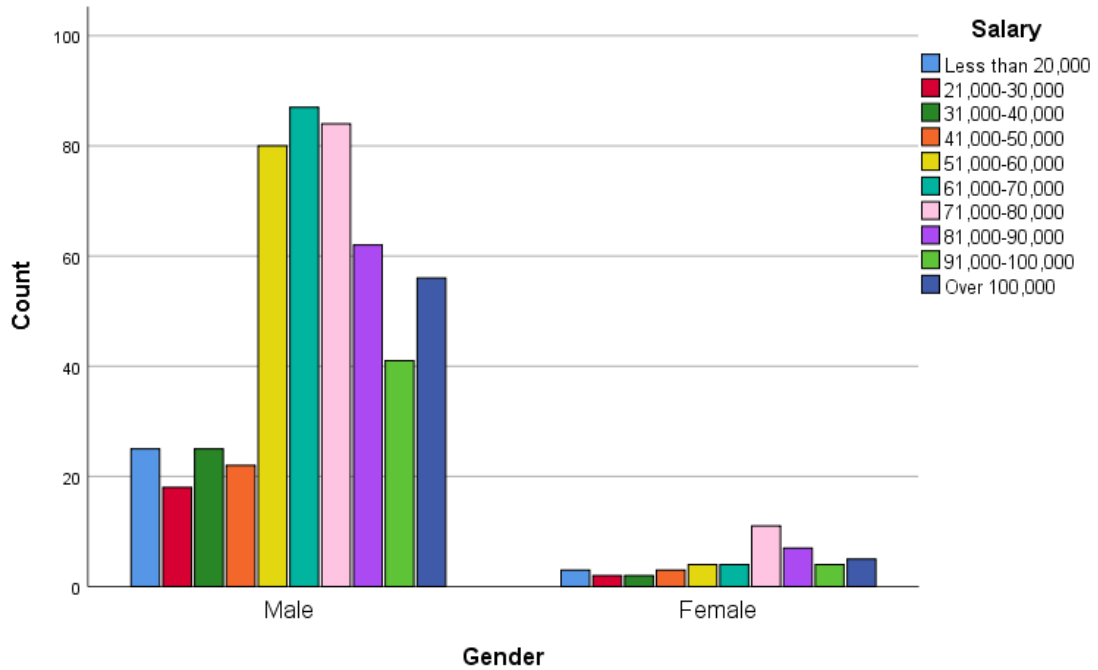
8. Almost 90% of respondents work full-time:



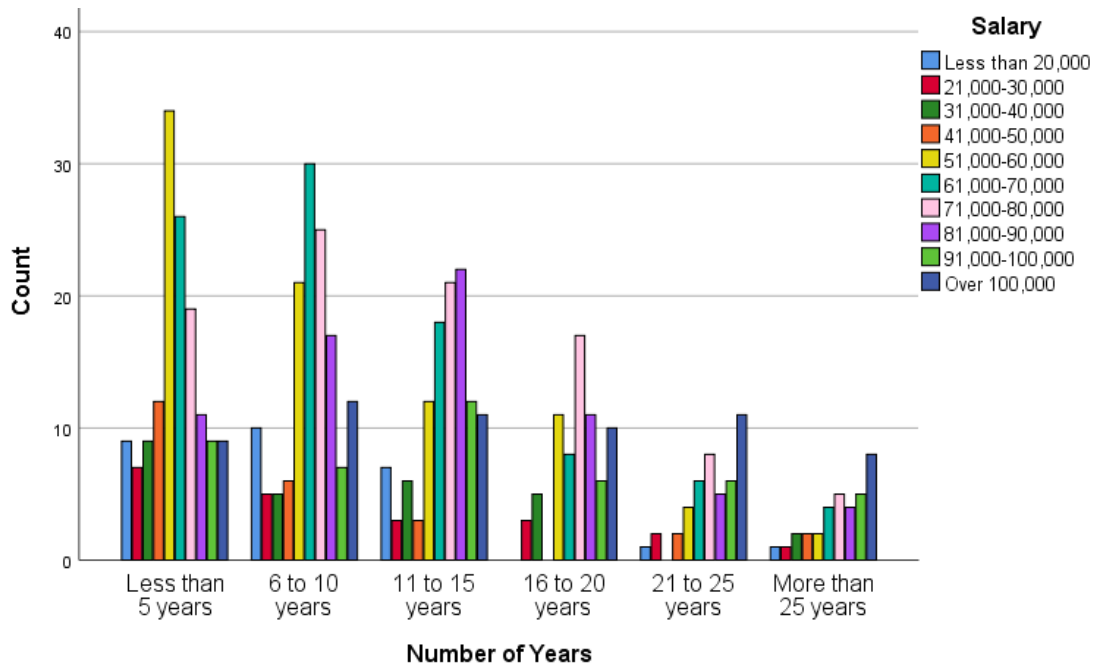
9. While some Operators make less than \$20,000, and some make more than \$100,000, the most dominant salary range is \$71,000 to \$80,000:



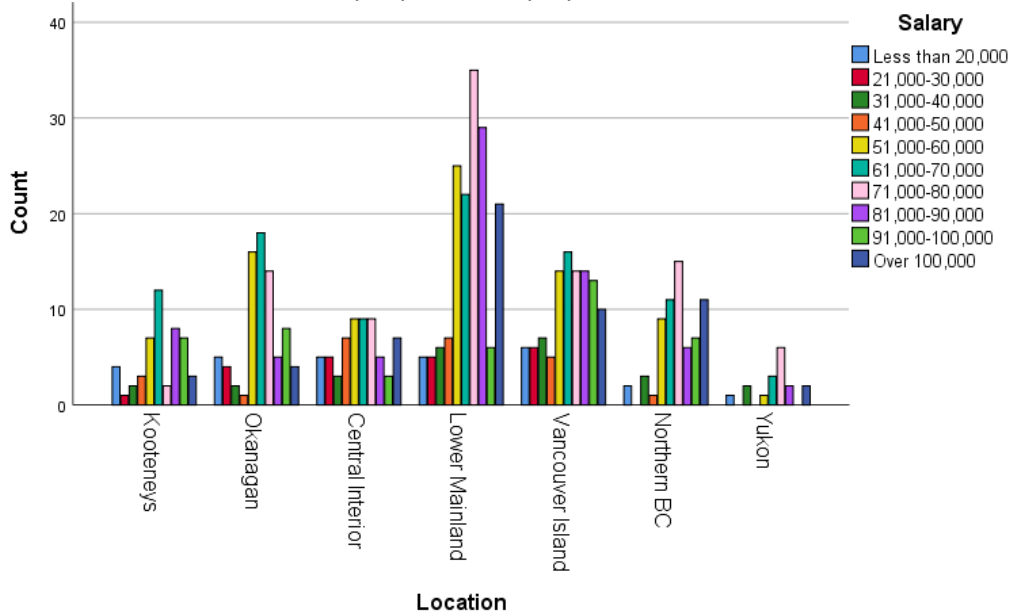
10. The difference in salary between genders is non-significant. There are far more males than females but the differences in salary distribution are not significant ( $\chi^2= 23.07$ ;  $p=.147$ ):



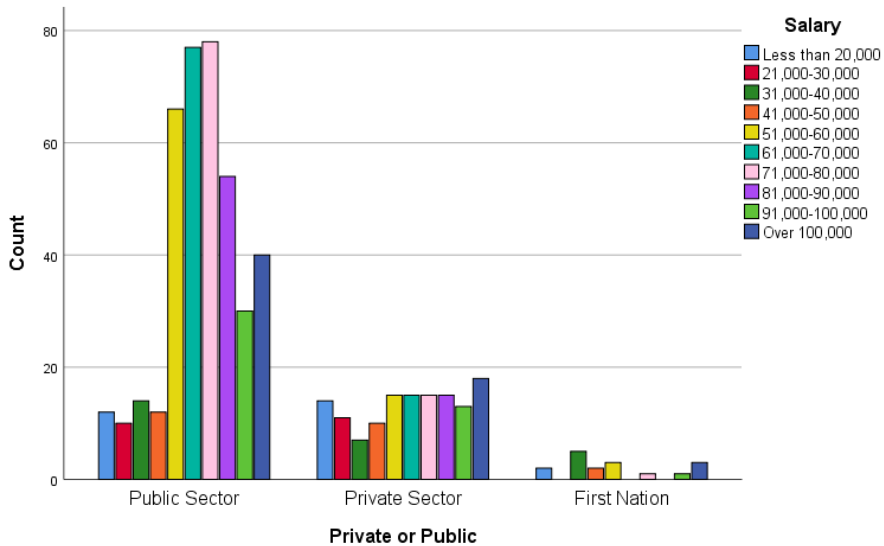
11. The difference in salary for number of years in the field approaches marginal significance ( $\chi^2= 104.28$ ;  $p=.076$ ), with those having more years of service falling into the higher salary ranges:



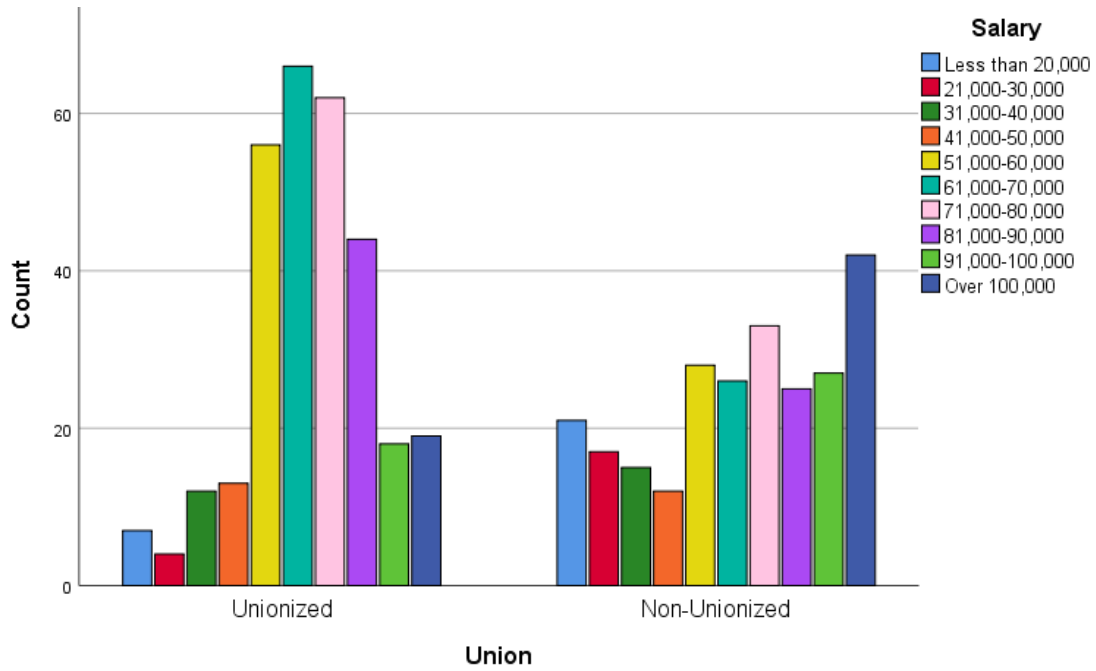
12. There is a significant difference in salary based on location of employment ( $X^2= 158.87$ ;  $p=.000$ ). Those working in the lower mainland fall the higher salary ranges. Note though, that this also reflects the fact that more people are employed in the Lower Mainland:



13. There is a significant difference in salary based on sector of employment ( $X^2= 82.98$ ;  $p=.000$ ) with those working in the public sector falling into the higher salary ranges. Again, this partially reflects the fact that far more Operators are employed in the public sector than in the private or First Nations sectors:

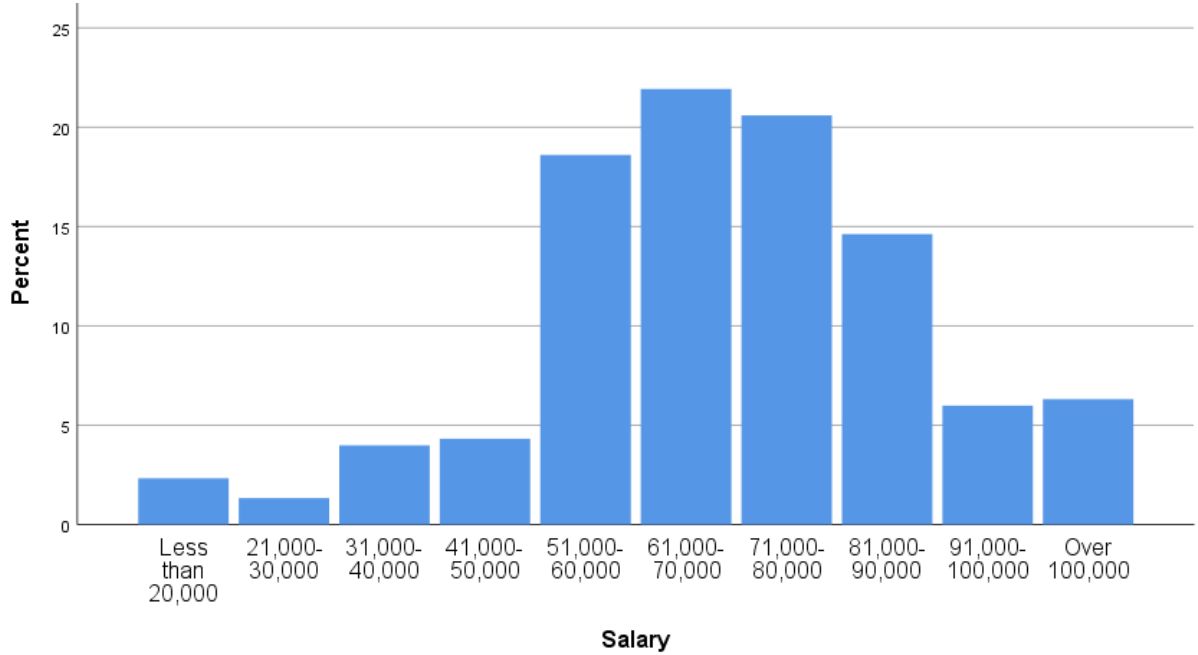


14. There is a significant difference in salary based on union status ( $\chi^2 = 64.05$ ;  $p = .000$ ) with those who are unionized falling into the higher salary ranges:

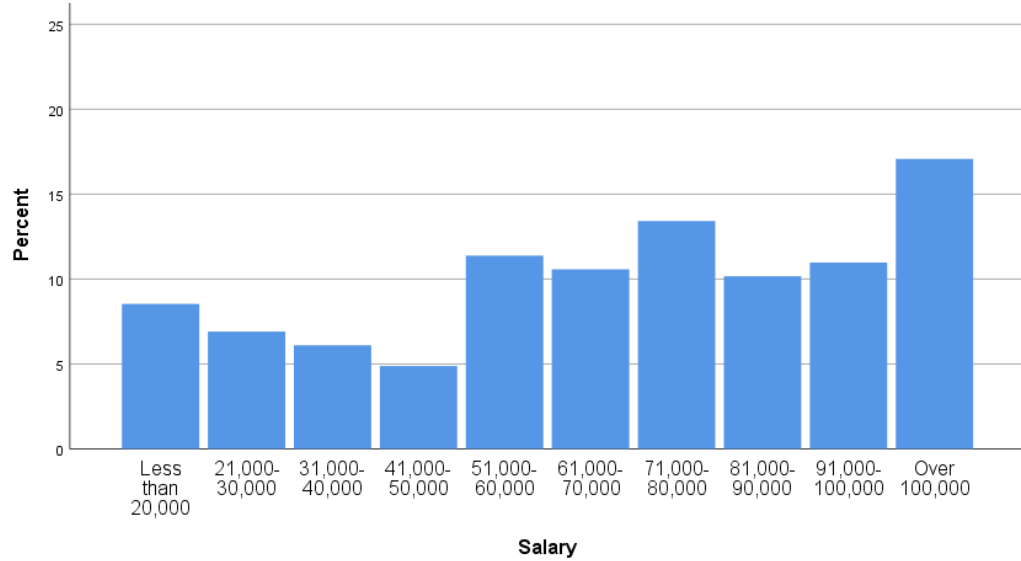


15. Delving deeper into these numbers shows the following two salary ranges:

a. Unionized Salary Distribution:



b. Non-Unionized Salary Distribution:



16. There is a significant difference in salary based on position ( $\chi^2 = 98.49$ ;  $p = .000$ ) with those who work as Operators falling into the higher salary ranges:



The EOC is pleased with the level of participation in this survey, and hopes this salary data provides you with information that is useful in your work as Operators. This survey will be repeated in 2022, using additional survey best practices, and the EOC anticipates an even higher level of participation.