

# 2022 BOMA MANITOBA INDUSTRY COMPENSATION SURVEY REPORT



# ABOUT BOMA

The Building Owners and Managers Association of Manitoba (BOMA) provides the commercial real estate (CRE) industry with education and professional development opportunities, which in turn contributes to better tenant environments and more stable investments for building owners.

BOMA provides a network and forum for industry professionals and service providers to discuss issues of mutual interest, exchange ideas and share experiences and knowledge. The association also serves as an industry advocate at the municipal, provincial and national levels.

Industry research and publications are also part of the BOMA offering in Manitoba. To date, this has included policy positions and white papers on a variety of topics, the annual BOMA Commercial Building Directory and regular issues of BOMA INSIDER Magazine. BOMA is pleased to now introduce its first local salary survey to its publications roster.



# ABOUT THIS REPORT

Our 2022 Industry Salary Survey Report is made possible through the generous participation of BOMA Manitoba's Principal members. As the result of members participating in our recent survey and follow-up conversations, this report provides a cross section of typical CRE salaries in Manitoba, showing a minimum-to-maximum wage range based on job experience.

Please note: Although the information in this report has been carefully collected and compiled, it should be used as a guideline only.





# TYPICAL SALARY RANGES COMMONLY HELD ROLES

The salary ranges declared are exclusive of any additional signing bonuses, performance bonuses, benefits and any other compensation which is negotiated separately.

Salaries are expressed in Canadian dollars (thousands, annual gross).

## Vice President / Director, Property Management

Experience	Annual Salary (\$K)
0-4 years	115-130
5-10 years	125-140
11-15 years	135-150
15 years +	145-170

## Senior Property Manager – Commercial

Experience	Annual Salary (\$K)
0-4 years	82-95
5-10 years	90-115
11-15 years	110-125
15 years +	120-138

## Property Manager – Commercial

Experience	Annual Salary (\$K)
0-4 years	68-80
5-10 years	72-85
11-15 years	80-95
15 years +	90-108

“With the right people and the right commitment, you can accomplish most of what you set out to do.”

- Jim Ludlow  
President, True North  
Real Estate Development



## Assistant Property Manager – Commercial

Experience	Annual Salary (\$K)
0-4 years	55-65
5-10 years	58-70
11-15 years	60-76
15 years +	68-86

## Residential Property Manager – Rental

Experience	Annual Salary (\$K)
0-4 years	48-58
5-10 years	55-67
11-15 years	64-84
15 years +	72-95

## Property Administrator – Commercial

Experience	Annual Salary (\$K)
0-4 years	40-52
5-10 years	45-55
11-15 years	50-62
15 years +	58-65

## Residential Property – Administrator

Experience	Annual Salary (\$K)
0-4 years	38-42
5-10 years	41-50
11-15 years	45-55
15 years +	50-65

Residential Property Manager –  
Strata/Condominium

Experience	Annual Salary (\$K)
0-4 years	45-55
5-10 years	50-65
11-15 years	58-72
15 years +	68-75

## Tenant Services Representative

Experience	Annual Salary (\$K)
0-4 years	35-42
5-10 years	40-48
11-15 years	48-60
15 years +	50-62



## Director of Operations / Senior Operations Manager

Experience	Annual Salary (\$K)
0-4 years	< 90
5-10 years	90-96
11-15 years	97-102
15 years +	103-115

## Operations / Plant / Maintenance Manager / Chief Engineer

Experience	Annual Salary (\$K)
0-4 years	62-68
5-10 years	69-74
11-15 years	75-79
15 years +	80-92

## Operations Supervisor / Assistant Chief Engineer

Experience	Annual Salary (\$K)
0-4 years	62-67
5-10 years	63-70
11-15 years	69-77
15 years +	78-90



“We’re very proud as a company to be supporting our home city. We like the diversity of the city, we like the capability of the subtrades and the people involved in the industry.”

– Don White  
CEO and Co-Founder  
Private Pension Partners

### Senior Building Operator

Experience	Annual Salary (\$K)
0-4 years	56-68
5-10 years	63-68
11-15 years	69-74
15 years +	72-83

### Maintenance Worker

Experience	Annual Salary (\$K)
0-4 years	37-39
5-10 years	40-45
11-15 years	46-50
15 years +	51-55

### Building Operator

Experience	Annual Salary (\$K)
0-4 years	47-51
5-10 years	50-56
11-15 years	63-67
15 years +	64-71

### Junior Building Operator – No Trades Certificate

Experience	Annual Salary (\$K)
0-4 years	42-45
5-10 years	46-50
11-15 years	50-56
15 years +	57-62



## Vice President / Director, Asset Management

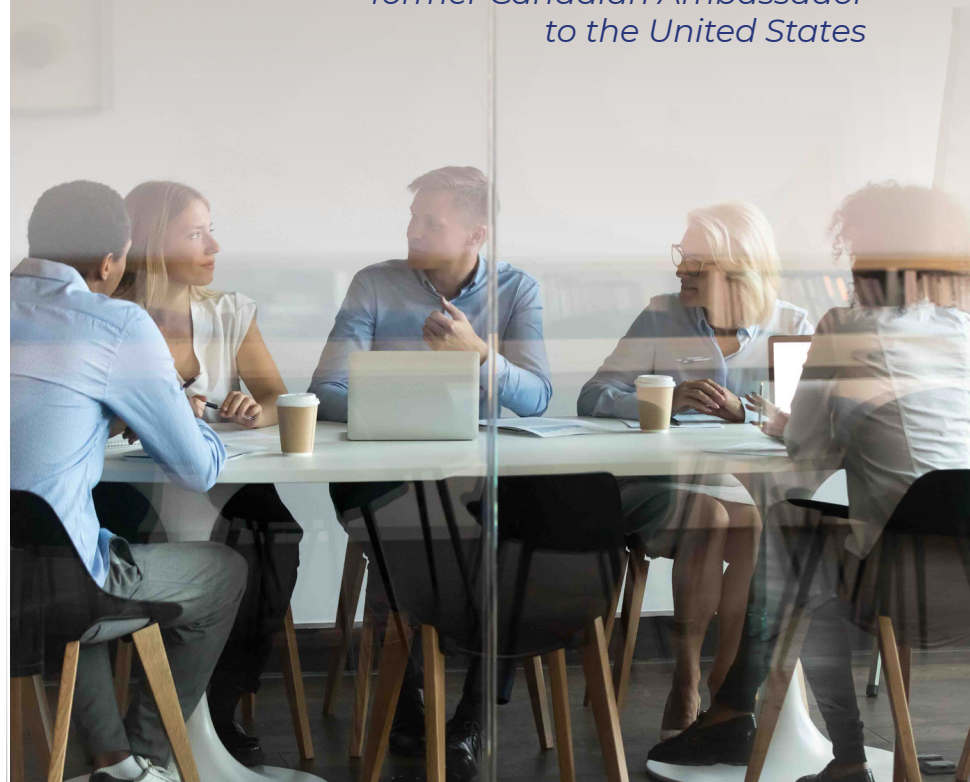
Experience	Annual Salary (\$K)
0-4 years	120-130
5-10 years	135-165
11-15 years	140-172
15 years +	150-195

## Asset Manager

Experience	Annual Salary (\$K)
0-4 years	60-70
5-10 years	70-85
11-15 years	85-107
15 years +	90-118

“We should never underestimate how much having an educated workforce is an economic advantage.”

- Gary Doer  
20th Premier of Manitoba and  
former Canadian Ambassador  
to the United States





## Vice President / Director, Leasing

Experience	Annual Salary (\$K)
0-4 years	80-92
5-10 years	92-115
11-15 years	112-135
15 years +	125-150

## Leasing Assistant

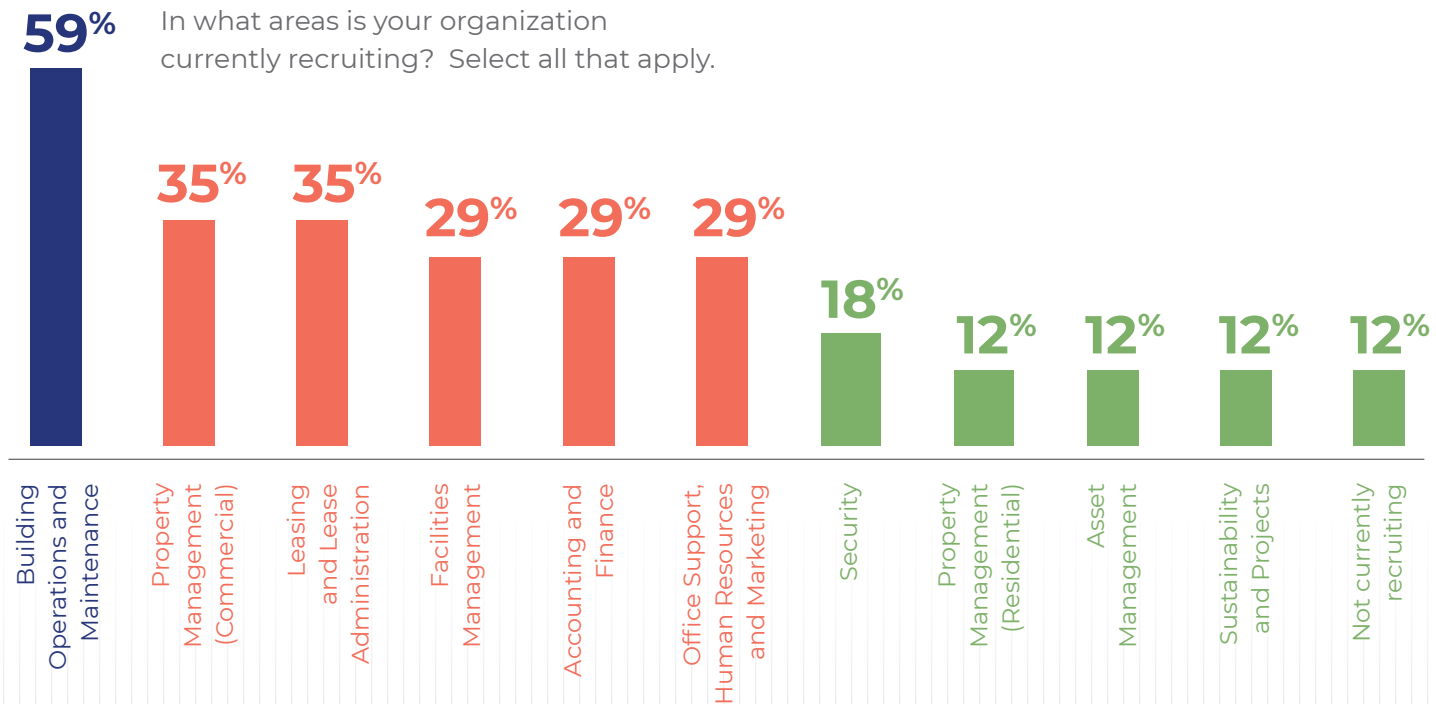
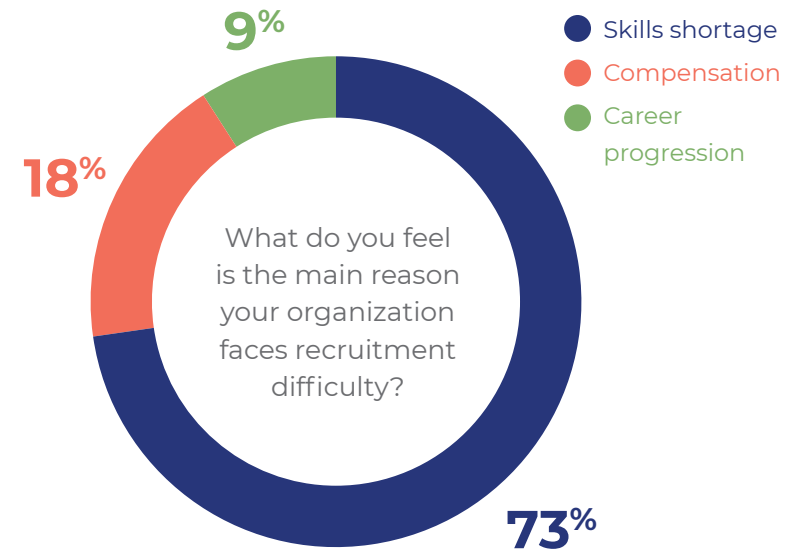
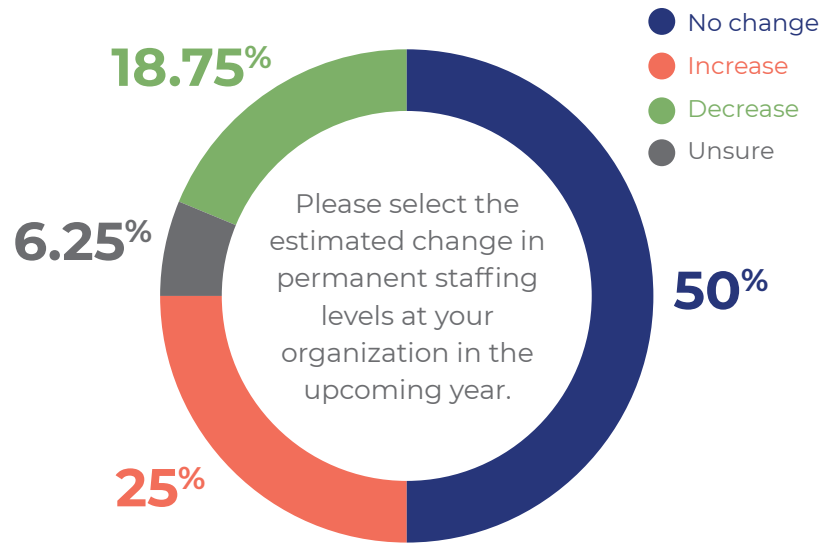
Experience	Annual Salary (\$K)
0-4 years	40-52
5-10 years	50-62
11-15 years	58-75
15 years +	66-80

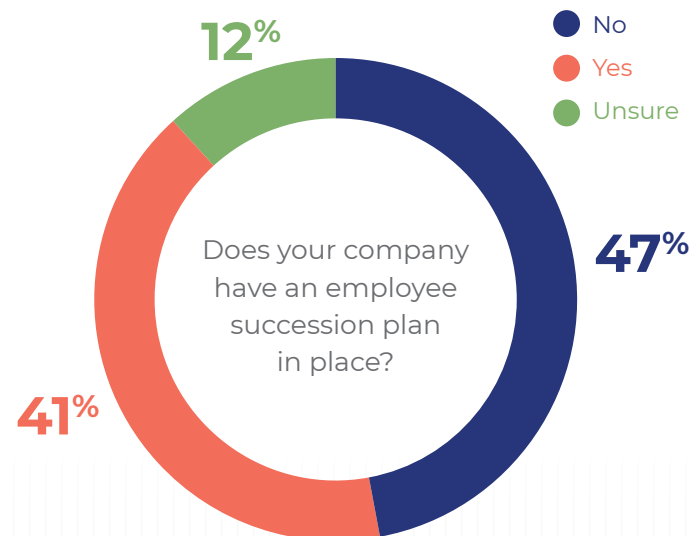
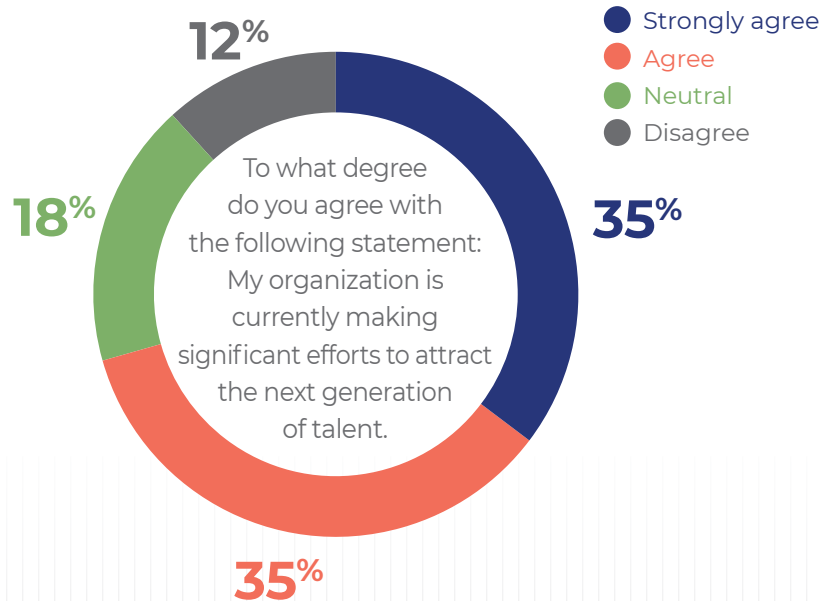
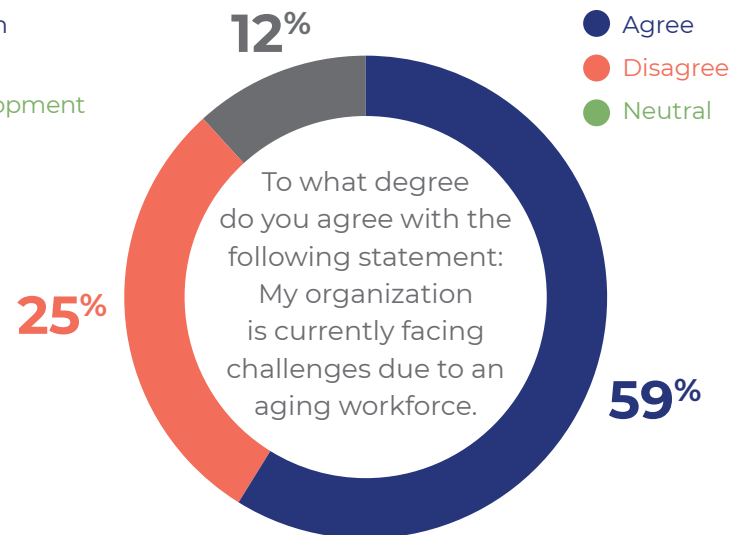
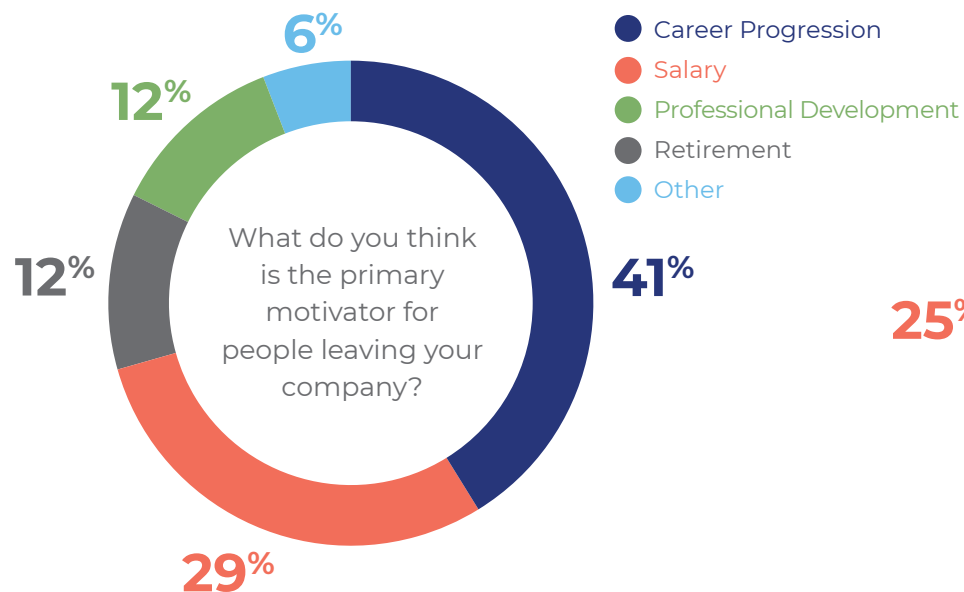
## Leasing Manager / Representative

Experience	Annual Salary (\$K)
0-4 years	80-95
5-10 years	90-115
11-15 years	110-125
15 years +	120-145

## Lease Administrator

Experience	Annual Salary (\$K)
0-4 years	42-55
5-10 years	48-60
11-15 years	54-70
15 years +	58-75







**BOMA**  
Manitoba

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