

WYNFORD GROUP SURVEYS

CSS (IAT) Sample Survey

0000-Sample Position

Sample Description

Base Pay and Salary Range

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg
Analysis By Location													
Victoria	5	35	85186	90877	92310	94049	103904	91591	93613	74405	85186	79796	83379
Vancouver	23	129	97747	109617	109617	111000	125928	107721	110167	72389	109617	91003	98041
Kelowna	6	13	100000	113478	115185	121367	132458	111628	114842	100655	150982	125788	130653
Fort St. John BC	1	1	--	--	--	--	--	--	--	--	--	--	--
Calgary	39	244	97440	110240	115140	122868	134929	110211	114430	84000	125766	108401	110137
Edmonton	31	151	99336	109989	117032	126612	133230	112211	112448	80852	118901	95120	101712
Northern Alberta	13	27	117500	139717	140761	143239	146677	128375	130697	94000	153504	118837	128718
Regina/Saskatoon	14	31	90206	95686	101146	106440	109420	96597	98146	75301	97026	84371	97539
Winnipeg	7	11	93336	94996	95928	104468	115566	99011	100650	90978	118615	118615	114845
Toronto	18	98	98084	109200	114400	121914	129272	110288	105331	82600	121322	99834	101403
Ottawa	9	46	96861	107311	109672	115664	130798	107598	102636	84000	126000	105000	110947
Southern Ontario (excluding GTA)	8	27	94390	103103	103402	105193	111728	98757	100194	78245	121465	101267	99667
Montreal	7	44	83812	92872	96418	102070	113735	94459	100857	88604	140484	88900	96955
Quebec City	3	15	80540	83159	83639	87726	102189	86572	88094	--	--	88900	87860
Halifax	7	20	93600	97314	100665	101936	126886	102311	103974	75815	137312	104925	112035
Total BC	39	182	93666	109617	109617	110258	124677	105035	109091	74405	109617	91003	96959
Total Alberta	88	442	98181	109989	116774	125000	135860	111391	115144	81256	122851	105000	107361
Total Saskatchewan	14	31	90206	95686	101146	106440	109420	96597	98146	75301	97026	84371	97539
Total Manitoba	8	13	93177	94996	96602	99653	114309	97755	99425	90978	118615	118615	114845
Total Ontario	38	209	97580	109207	109617	115000	126326	108099	104210	77710	115343	93376	100406
Total Quebec	10	59	83003	89191	95082	101479	110550	92454	97028	80881	129922	88900	95439
Total Western Canada	149	668	95000	108321	109989	122522	132976	108707	111118	80852	119190	101570	104736
Total Atlantic	8	21	93600	100665	100665	101936	126771	103142	105948	75815	137312	104925	112035
National	207	960	95000	107427	109617	119600	130424	107487	109076	80212	119190	99154	103155

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Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg
Analysis By Revenue													
Under \$50 Mil	8	16	93150	98034	99360	111972	130941	104536	104900	85810	109942	109942	106595
\$50 to \$100 Mil	11	78	87550	94744	97824	105780	118198	95612	103612	81256	121884	101570	105781
\$100 to \$250 Mil	14	107	93539	104030	106778	119973	134053	107598	109681	80852	118901	95120	97237
\$250 to \$500 Mil	13	88	93093	103166	107078	114268	119508	102930	106747	84000	126000	105000	105116
\$500 to \$750 Mil	8	33	100665	121581	127513	138020	141386	117477	119026	78032	125766	104805	105625
\$750 to \$1 Billion	7	49	95686	116086	122561	130701	139911	112683	109757	95410	146400	122000	114686
\$1 to \$2 Billion	14	250	96460	110094	118182	126294	134805	111282	111800	94000	134223	106600	108876
Over \$2 Billion	16	339	100000	109617	109617	111652	122851	106983	107138	74405	109617	91003	95504

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Control Point	
			25th	50th	60th	75th	90th	Avg	CWTAvg	Median	Median	Median	Avg
Analysis By Industry													
Advanced Technology/Manufacturing	9	162	88681	100000	106054	114375	130712	101619	106005	84000	126000	102988	105720
IT Services/Telecommunications	19	249	93539	106778	109617	109617	109989	102341	97617	72389	109617	91003	95354
Engineering, Procurement & Construction	23	308	107000	119600	124000	128471	135842	117281	120061	104000	156000	130000	131303
Public Sector	10	113	93362	103330	105770	113706	122851	103413	100279	79631	119190	99154	98430
Financial Services	8	35	87762	92921	94672	95892	101269	93139	94068	76378	97232	85023	88320
Software Development/Multimedia	5	7	95970	97742	98713	99892	116145	101696	104696	80000	102500	--	--
Retail & Logistics	3	15	83518	99300	99664	101419	104244	93863	92654	67486	101229	84358	90183
Engineering/Professional Services	5	36	93937	105032	110344	120433	130036	109157	108124	83990	131700	111000	107186
Energy/Utilities/Mining	9	35	103402	118961	123239	136457	141040	117844	118108	84573	131134	106605	106525

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Target%	Actual%		
			Percentile							Orgs	Incm	%rec'd							Median	Median
			25th	50th	60th	75th	90th	Avg	CWTAvg				25th	50th	75th	Avg				
Analysis By Location																				
Victoria	5	35	85186	91377	94705	97049	104528	93216	95748	5	23	66	600	3000	3502	2473	2	3.2		
Vancouver	23	129	104454	117151	117151	117151	128750	113292	119098	16	73	57	7534	7534	10204	9845	10.5	6.9		
Kelowna	6	13	100000	114280	116273	131927	133900	115252	120157	3	3	23	14425	16000	17125	15700	15	13.8		
Fort St. John BC	1	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--		
Calgary	39	244	100000	112868	118970	125286	145943	117004	123669	22	77	32	6500	15546	24000	21526	15	14.0		
Edmonton	31	151	101064	115969	118951	142648	156151	121437	122363	20	78	52	7534	16354	24500	17861	10	13.4		
Northern Alberta	13	27	117500	139717	141733	158245	184758	137714	147556	6	7	26	25773	36533	42555	36022	15.5	24.8		
Regina/Saskatoon	14	31	93350	102244	106440	115428	131437	106214	107635	7	20	65	6356	12096	20353	14907	12	12.8		
Winnipeg	7	11	99616	107159	108567	119393	138116	111794	113529	6	10	91	11513	12447	14962	14062	13	13.1		
Toronto	18	98	109110	120904	126600	136918	146961	121835	112388	12	74	76	9808	14038	20000	15291	12	12.2		
Ottawa	9	46	99587	111700	123528	129166	138580	115934	111260	7	27	59	8000	14107	18000	14202	15	14.6		
Southern Ontario (excluding GTA)	8	27	102750	118907	119930	125923	131892	115769	118203	8	25	93	9898	15799	22642	18374	15	19.6		
Montreal	7	44	91144	100653	103854	110168	119215	101731	105002	5	31	70	6208	10647	12614	10322	12	11.7		
Quebec City	3	15	82799	87327	89550	96607	114109	91977	92598	1	6	40	--	--	--	--	--	--		
Halifax	7	20	93600	99226	100665	106065	142251	106287	106677	3	11	55	3690	3823	4129	7230	4	4.1		
Total BC	39	182	97000	113478	117151	117151	128606	109583	115578	25	100	55	4900	7534	7534	8277	4	6.9		
Total Alberta	88	442	100000	113500	119627	131746	155416	118906	125293	49	165	37	6804	15967	25000	20132	15	13.7		
Total Saskatchewan	14	31	93350	102244	106440	115428	131437	106214	107635	7	20	65	6356	12096	20353	14907	12	12.8		
Total Manitoba	8	13	94760	105750	107441	114503	135349	108572	110695	6	10	77	11513	12447	14962	14062	13	13.1		
Total Ontario	38	209	109416	117151	120012	128867	143888	118938	113945	29	163	78	7534	12000	18750	13898	15	11.2		
Total Quebec	10	59	87128	98228	101543	109898	119928	99251	101281	6	37	63	7534	11446	13103	10840	12	13.1		
Total Western Canada	149	668	98596	112755	117151	125007	147773	115576	120307	87	295	44	6362	7918	20096	15553	13	7.8		
Total Atlantic	8	21	93600	100665	100665	106065	145340	109786	115814	4	12	57	3756	3976	7972	11627	4	4.1		
National	207	960	98740	113980	117151	125401	145637	115189	118064	126	507	53	7534	10589	19377	14584	12	10.5		

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Target%	Actual%		
			Percentile							Orgs	Incm	%rec'd							Median	Median
			25th	50th	60th	75th	90th	Avg	CWTAvg				25th	50th	75th	Avg				
Analysis By Revenue																				
Under \$50 Mil	8	16	96105	102508	112772	116211	130941	108932	110141	5	8	50	4192	11322	13078	8791	15	12.9		
\$50 to \$100 Mil	11	78	88466	100003	105930	108918	128624	101268	109651	13	33	42	10204	12320	19804	13369	13	13.1		
\$100 to \$250 Mil	14	107	96651	106065	106778	125323	134910	109981	115445	12	37	35	1194	3556	5587	6890	4	4.1		
\$250 to \$500 Mil	13	88	97149	110306	113874	119841	127820	108931	111585	20	61	69	4072	6536	10647	8657	15	6.2		
\$500 to \$750 Mil	8	33	103500	121581	127513	139717	146120	124724	128256	6	13	39	12660	14107	16281	18396	15	14.6		
\$750 to \$1 Billion	7	49	99087	117721	122890	130701	139915	114794	113292	4	13	27	6231	6368	8928	7958	8	6.9		
\$1 to \$2 Billion	14	250	102103	123933	130164	146341	162267	126996	127380	46	190	76	10835	16500	25000	20675	12	14.8		
Over \$2 Billion	16	339	100234	117151	117151	117523	127402	112378	115313	20	152	45	7534	7534	13250	12031	13	6.9		

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Target%	Actual%		
			Percentile							Orgs	Incm	%rec'd							Median	Median
			25th	50th	60th	75th	90th	Avg	CWTAvg				25th	50th	75th	Avg				
Analysis By Industry																				
Advanced Technology/Manufacturing	9	162	95921	106380	110257	120660	135081	107390	112562	15	85	52	6080	9685	14419	11000	12	9.6		
IT Services/Telecommunications	19	249	98187	109425	117151	117151	117523	107956	103993	35	179	72	5637	7534	7534	7810	13	6.9		
Engineering, Procurement & Construction	23	308	113000	127412	133904	146050	162314	130532	133626	39	160	52	15000	20000	30000	25508	15	16.6		
Public Sector	10	113	93362	103330	105770	113706	122851	103566	100357	1	5	4	--	--	--	--	--	--		
Financial Services	8	35	91434	99087	101215	106398	114324	100151	99416	9	27	77	5664	6558	12997	9090	9	6.9		
Software Development/Multimedia	5	7	96070	100625	107913	113033	123866	107613	110231	3	5	71	200	12056	13933	8284	15	14.0		
Retail & Logistics	3	15	83518	99300	104993	110973	117364	99065	96877	4	7	47	9653	11411	12344	11146	15	10.9		
Engineering/Professional Services	5	36	97049	108466	113298	124251	131086	111774	111066	9	16	44	3750	5199	7125	5888	5	5.2		
Energy/Utilities/Mining	9	35	119683	131437	138169	142668	154476	132230	136192	11	23	66	16281	22558	23627	21891	12.5	19.5		

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