

WYNFORD GROUP SURVEYS - 2013

2013 CSS Technical

140-Team/Project Leader 2 (Revised Title) (Revised)

Responsible for the delivery of small technology application projects, engineering projects, or a small team of IT professionals, (typically \$200k - \$500k).

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	2	2	--	--	--	--	--	--	--	--	--	--	--
Vancouver	22	83	81963	87379	90028	92009	97371	87117	86789	74560	102827	85700	88970
Interior BC	4	5	82177	82605	83760	85493	90909	84678	83761	74560	112000	93200	90893
Calgary	37	176	86166	92370	94121	97944	105157	92000	93510	76386	113520	94600	97714
Edmonton	25	111	83520	91454	94226	99752	107640	92134	93759	80261	118901	95120	96031
Fort McMurray	10	73	118296	127316	127316	128324	133438	120766	111623	94000	131600	111000	110627
Northern Alberta	10	73	118296	127316	127316	128324	133438	120766	111623	94000	131600	111000	110627
Regina/Saskatoon	13	47	76540	81491	82969	85724	88018	80292	79092	74560	111840	93200	90536
Winnipeg	4	12	67182	76486	82508	91050	97823	80278	84189	74579	97000	96953	96743
Toronto	16	108	77983	84812	86023	88596	94533	84490	85587	66637	93100	78500	83156
Ottawa	5	23	77608	79751	80404	82804	86982	82792	84572	--	--	--	--
Southern Ontario (excluding GTA)	2	11	--	--	--	--	--	--	--	--	--	--	--
Montreal	8	50	74443	78884	81552	84112	90196	79948	78599	54195	80000	73862	73855
Halifax	1	2	--	--	--	--	--	--	--	--	--	--	--
Total BC	29	93	81963	87107	90028	92213	98791	89497	88607	74560	102914	85850	89139
Total Alberta	75	364	87243	94554	97786	105435	127316	98065	97192	77480	113520	94600	98249
Total Saskatchewan	14	48	75405	80819	82938	85692	87808	80000	78178	74560	111840	93200	90536
Total Manitoba	5	16	74160	83759	86523	91040	96438	82188	84935	74579	97000	96953	96743
Total Ontario	24	143	77983	84000	85828	88612	97014	84829	85661	68720	94498	79387	85277
Total Quebec	8	50	74443	78884	81552	84112	90196	79948	78599	54195	80000	73862	73855
Total Western Canada	123	521	83249	91454	94110	101130	119596	94384	92506	75680	111840	94113	96014
Total Atlantic	2	5	--	--	--	--	--	--	--	--	--	--	--
National	157	719	80912	88431	91520	97680	111446	91677	91077	75618	111840	93200	92379

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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 Revenue													
Under \$50 Mil	16	42	87013	92583	96487	100630	103237	92144	89951	77048	110725	95009	98542
\$50 to \$100 Mil	11	78	76486	86935	91165	100080	106836	87930	84314	75680	113520	97142	97747
\$100 to \$250 Mil	7	55	83000	93730	96962	104935	124778	96111	91544	80852	118901	95120	102084
\$250 to \$500 Mil	7	45	78009	87838	90795	94555	100111	87901	88092	77480	116090	90511	88132
\$500 to \$750 Mil	2	57	--	--	--	--	--	--	--	--	--	--	--
\$750 to \$1 Billion	1	1	--	--	--	--	--	--	--	--	--	--	--
\$1 to \$2 Billion	17	226	77908	84478	87613	91494	100498	87787	96887	74592	106960	79387	85820
Over \$2 Billion	14	215	82962	87804	90640	94060	102618	88852	88210	74560	111840	93200	91530

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	7	98	77459	86098	88869	94110	107582	86961	86552	75680	113520	86408	86061
IT Services/Telecommunications	11	92	77475	87068	91278	96962	104303	87555	84740	76944	118901	95120	96699
Engineering, Procurement & Construction	21	357	82605	87303	90003	93519	103349	90246	93073	74560	111840	93200	96578
Financial Services	5	16	67390	71457	72911	74860	80754	74106	77716	65740	88945	77340	81757
Software Development/Multimedia	5	11	79500	86891	87379	92230	102498	87758	84303	77048	115573	96311	91874
Retail & Logistics	3	9	87107	92383	93526	94121	95534	86749	88066	75952	113929	94941	93904
Engineering/Professional Services	10	42	76651	84872	89559	100472	109135	88913	93052	76386	106960	90200	90292
Energy/Utilities/Mining	7	76	99124	119596	126141	127316	128324	114680	98075	82000	116090	102000	98714
Public Sector/Not for Profit	6	18	92370	97764	99951	103237	103237	96618	95919	68408	103000	85510	93768

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay								Long Term Incentive						
														Target%	Actual%	Total Direct Comp		LTI Value						
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Median	Avg	Median	Orgs	Incm	Avg	Median
Analysis By Location																								
Victoria	2	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Vancouver	22	83	84348	91300	94688	98448	102731	91629	90894	12	48	58	5728	7632	10000	7802	10	9.0	91629	91300	--	--	--	--
Interior BC	4	5	84827	85493	86567	88177	96903	88764	87093	2	3	60	--	--	--	--	--	--	88764	85493	--	--	--	--
Calgary	37	176	91000	96962	101031	106525	111309	97814	99262	26	98	56	6890	10390	12664	10319	10	11.1	97814	96962	--	--	--	--
Edmonton	25	111	87643	96345	99745	104596	111056	96453	97826	17	67	60	3918	6600	9562	7156	7.0	7.2	96453	96345	--	--	--	--
Fort McMurray	10	73	118949	127316	127316	128324	144101	124484	115546	4	13	18	19825	20256	27344	20879	20	20	124484	127316	--	--	--	--
Northern Alberta	10	73	118949	127316	127316	128324	144101	124484	115546	4	13	18	19825	20256	27344	20879	20	20	124484	127316	--	--	--	--
Regina/Saskatoon	13	47	79722	85372	87171	88931	97124	87046	86759	10	40	85	1948	5500	8911	7936	6.7	7.1	87046	85372	--	--	--	--
Winnipeg	4	12	75916	84135	92317	100381	109462	89595	94197	4	12	100	7649	8654	11371	9317	13	13.0	89595	84135	--	--	--	--
Toronto	16	108	83671	88580	91239	95174	102287	89785	88600	9	69	64	5750	7953	10417	8288	9	9.3	89785	88580	--	--	--	--
Ottawa	5	23	84260	87804	88854	91312	95417	89366	88568	3	20	87	5000	7000	8875	7560	10	8.1	89366	87804	--	--	--	--
Southern Ontario (excluding GTA)	2	11	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Montreal	8	50	77063	85874	89324	92481	96729	85270	80631	3	38	76	4724	7804	9138	7003	9	10.1	85270	85874	--	--	--	--
Halifax	1	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Total BC	29	93	84349	91300	94688	99050	105168	93872	92591	16	53	57	5804	7614	9885	7676	9.5	8.8	93872	91300	--	--	--	--
Total Alberta	75	364	91594	100379	104529	111768	127316	103002	102140	49	180	49	5688	8857	12526	9917	10	10.0	103002	100379	--	--	--	--
Total Saskatchewan	14	48	79333	85363	86785	88873	97102	86749	85760	11	41	85	1948	5500	8715	7900	7.8	7.6	86749	85363	--	--	--	--
Total Manitoba	5	16	79848	87247	94005	98421	106936	89925	93541	5	15	94	6096	8575	9991	8253	13	11.9	89925	87247	--	--	--	--
Total Ontario	24	143	84232	88911	92141	96237	110490	91598	90433	15	101	71	5750	7953	11158	9584	9.5	9.6	91598	88911	--	--	--	--
Total Quebec	8	50	77063	85874	89324	92481	96729	85270	80631	3	38	76	4724	7804	9138	7003	9	10.1	85270	85874	--	--	--	--
Total Western Canada	123	521	87641	96485	100315	107640	121535	99473	97675	81	289	55	5000	8200	11346	9134	10	9.5	99473	96485	--	--	--	--
Total Atlantic	2	5	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
National	157	719	85697	94023	97536	105112	119847	97082	95960	99	428	60	5000	8000	11199	9051	9	9.6	97082	94023	--	--	--	--

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Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay										Long Term Incentive							
			Percentile														Target%	Actual%	Total Direct Comp		LTI Value						
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Median	Avg	Median	Orgs	Incm	Avg	Median			
			Analysis By Revenue																								
Under \$50 Mil	16	42	90474	96498	98083	103237	110007	95591	93965	10	19	45	3594	8629	11680	7618	10	9.4	95591	96498	--	--	--	--			
\$50 to \$100 Mil	11	78	79780	92858	97362	105753	109031	92576	89720	10	35	45	8722	10758	11346	10354	13	11.4	92576	92858	--	--	--	--			
\$100 to \$250 Mil	7	55	88022	96962	101927	109240	140623	102544	96379	6	22	40	6945	13726	26240	15536	17	16.8	102544	96962	--	--	--	--			
\$250 to \$500 Mil	7	45	83221	91291	94744	98935	108432	91969	92492	9	26	58	1160	3905	12673	7041	10	4.3	91969	91291	--	--	--	--			
\$500 to \$750 Mil	2	57	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--			
\$750 to \$1 Billion	1	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--			
\$1 to \$2 Billion	17	226	84370	91478	94121	98402	107976	93589	101053	27	169	75	5750	7500	9439	7759	9	9.0	93589	91478	--	--	--	--			
Over \$2 Billion	14	215	85903	92993	95779	101975	114528	95284	93924	34	149	69	4000	7614	11465	9281	5.3	9.3	95284	92993	--	--	--	--			

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay								Long Term Incentive							
			Percentile														Target%	Actual%	Total Direct Comp		LTI Value				
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Median	Avg	Median	Orgs	Incm	Avg	Median	
Analysis By Industry																									
Advanced Technology/Manufacturing	7	98	85712	93122	96443	100320	107640	92221	93749	13	62	63	7255	8612	9465	8314	9	10.1	92221	93122	--	--	--	--	
IT Services/Telecommunications	11	92	84135	94382	96834	102759	110996	93251	90062	12	46	50	8579	11189	11772	11392	13	13.0	93251	94382	--	--	--	--	
Engineering, Procurement & Construction	21	357	85953	92441	94841	100509	114497	96556	97856	40	252	71	5000	7500	11065	8939	6.7	8.5	96556	92441	--	--	--	--	
Financial Services	5	16	69861	72941	73284	74860	85111	76669	81049	4	8	50	1948	5847	7308	5128	10.5	7.2	76669	72941	--	--	--	--	
Software Development/Multimedia	5	11	81102	90367	96042	98401	106598	91395	87544	5	10	91	3119	3594	4209	4001	4	4.0	91395	90367	--	--	--	--	
Retail & Logistics	3	9	89952	95818	100461	103194	107800	92454	93304	3	5	56	9238	9381	9767	10269	10	10.0	92454	95818	--	--	--	--	
Engineering/Professional Services	10	42	78700	88452	90244	106286	117181	92663	97066	11	20	48	4284	6619	10708	7274	7.5	6.7	92663	88452	--	--	--	--	
Energy/Utilities/Mining	7	76	111509	120213	126141	127316	128324	118675	106749	11	25	33	6829	11725	17600	12145	10	12.0	118675	120213	--	--	--	--	
Public Sector/Not for Profit	6	18	92370	97764	99951	103237	103237	96618	95919	--	--	--	--	--	--	--	--	--	96618	97764	--	--	--	--	

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