



Canadian Salary Surveys (CSS)
CSS Professional & Administrative

Pay elements include:

- Base salary
- Incentive (target and actual)
- Total cash

General Information					Base Salary								Total Cash					
Position Code	Position Title	Location	Revenue	Industry	Company Count	Incumbent Count	base_salary-Avg	base_salary-P25	base_salary-P50	base_salary-P60	base_salary-P75	base_salary-P90	tot_cash_co mp-Avg	tot_cash_co mp-P25	tot_cash_co mp-P50	tot_cash_co mp-P60	tot_cash_co mp-P75	tot_cash_co mp-P90
3113	Human Resources Administrator	Northwest Alberta	ALL	ALL	22	63	65607	59746	65340	67478	69990	79826	68950	60293	67367	72419	78660	85776
3113	Human Resources Administrator	Total BC	ALL	ALL	25	53	58254	48612	52400	55281	59537	65830	58982	50128	54336	56347	61728	67042
3113	Human Resources Administrator	Total Alberta	ALL	ALL	100	307	60230	52724	59318	61346	66966	74296	61429	53758	60293	62690	67929	75474
3113	Human Resources Administrator	Total Saskatchewan	ALL	ALL	11	15	53488	47711	54103	55658	58481	62068	54774	47856	54103	55658	59807	66534
3113	Human Resources Administrator	Total Manitoba	ALL	ALL	4	6	47185	45496	46370	46851	47383	49000	48212	45496	46370	46851	47383	53025
3113	Human Resources Administrator	Total Ontario	ALL	ALL	24	38	57033	49776	51689	56460	62925	68400	57963	50136	53203	57220	64330	69628
3113	Human Resources Administrator	Total Quebec	ALL	ALL	7	9	56234	49786	57973	59127	60000	65770	57080	51912	59415	60643	61000	65771
3113	Human Resources Administrator	Total Western Canada	ALL	ALL	140	381	59488	51577	58181	60293	65000	72980	60142	52525	58520	60844	67054	75141
3113	Human Resources Administrator	National	ALL	ALL	175	434	59025	51236	57207	59990	65100	72790	60142	51926	58013	60434	66267	74687
3113	Human Resources Administrator	ALL	Under \$50 Mil	ALL	15	59	62337	54884	52674	54300	68020	75133	62731	55830	62674	64304	68022	75133
3113	Human Resources Administrator	ALL	\$50 to \$100 Mil	ALL	10	17	55088	47833	53260	54000	56534	61412	56343	47833	56135	56534	57990	65035
3113	Human Resources Administrator	ALL	\$100 to \$250 Mil	ALL	19	31	52375	47009	50050	51148	57148	62630	53123	48926	51250	53608	57148	63861
3113	Human Resources Administrator	ALL	\$250 to \$500 Mil	ALL	15	32	53299	47000	50000	50000	59373	61540	54450	47834	53214	55128	61805	64664
3113	Human Resources Administrator	ALL	\$500 Mil to \$1 Billion	ALL	20	81	57890	47000	59000	60293	65771	68520	58823	52026	59082	60293	65771	72620
3113	Human Resources Administrator	ALL	\$1 to \$2 Billion	ALL	16	106	57226	50000	54955	57723	64376	70074	59327	51577	55436	58240	64670	75474

Total Bonus Target %							Total Bonus Actual %							Total Bonus Actual \$						
tot_bonus_target_percent-Count	tot_bonus_target_percent-Avg	tot_bonus_target_percent-P25	tot_bonus_target_percent-P50	tot_bonus_target_percent-P60	tot_bonus_target_percent-P75	tot_bonus_target_percent-P90	tot_bonus_actual_percent-Count	tot_bonus_actual_percent-t-Avg	tot_bonus_actual_percent-t-P25	tot_bonus_actual_percent-t-P50	tot_bonus_actual_percent-t-P60	tot_bonus_actual_percent-t-P75	tot_bonus_actual_percent-t-P90	tot_bonus-Count	tot_bonus-Avg	tot_bonus-P25	tot_bonus-P50	tot_bonus-P60	tot_bonus-P75	tot_bonus-P90
9	10.40	6.00	6.00	6.00	18.17	20.17	8	10.77	5.69	5.89	8.28	18.35	20.21	8	7138	4545	4925	6298	11643	11852
36	6.03	5.00	5.57	6.18	7.00	7.50	32	7.20	4.41	5.50	6.05	6.54	8.69	32	3026	2275	2872	3100	3575	4880
59	6.91	5.00	6.00	6.80	8.24	10.13	54	6.64	3.89	5.43	7.02	8.43	13.31	54	3975	2122	3362	4861	5400	6524
5	6.84	3.84	4.50	6.70	10.00	11.28	5	6.71	3.77	4.42	6.58	9.82	11.07	5	3858	2467	2524	3426	4779	6189
9	6.99	2.63	4.94	5.52	10.69	15.00	9	6.80	2.58	4.84	5.41	11.18	12.65	9	3930	1300	2400	3520	5957	8129
101	6.64	5.00	6.00	6.18	7.85	10.00	92	6.70	4.15	5.43	6.05	8.08	11.89	92	3663	2250	3100	3631	4973	6358
115	6.69	5.00	5.67	6.18	7.92	10.57	106	6.90	4.21	5.55	6.05	8.30	12.28	106	3680	2263	3091	3719	4957	6441
6	9.20	5.75	8.96	9.92	10.50	13.63	6	7.97	4.15	7.36	9.72	11.16	13.94	6	3878	2340	3655	4701	5643	6479
7	6.75	4.07	6.00	6.00	9.00	12.05	6	6.75	3.46	5.46	5.88	10.31	11.84	6	3555	1623	2594	2987	5371	6647
4	10.94	5.87	10.95	13.22	16.01	18.32	4	10.84	5.78	10.75	12.98	15.81	18.24	4	5799	3130	5038	5829	7707	10136
9	6.79	4.67	6.86	7.03	8.66	9.71	9	7.04	5.14	6.72	6.90	8.51	9.52	9	4094	2943	4000	4124	5200	5730
21	4.75	2.80	4.94	5.17	6.18	7.00	21	4.46	2.75	4.69	4.84	5.18	6.05	21	2599	1247	2800	3000	3100	3800
18	8.01	5.16	7.85	8.01	9.67	10.86	19	8.10	4.99	7.71	7.71	9.16	13.59	19	4531	2755	4419	5385	5550	6524

Analyze data by:

- Location
- Revenue size
- Unique Industries

SAMPLE