



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_comp-Avg	tot_cash_comp-P25	tot_cash_comp-P50	tot_cash_comp-P60	tot_cash_comp-P75	tot_cash_comp-P90		
3113	Human Resources Administrator	Northen 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	58483	62068	54774	47856	54103	55658	59807	66534		
3113	Human Resources Administrator	Total Manitoba	ALL	ALL	4	6	47185	45496	46370	46851	48383	49943	48212	45496	46370	46851	47383	53025		
3113	Human Resources Administrator	Total Ontario	ALL	ALL	24	38	57033	49776	51689	56460	60293	68446	57963	50136	53203	57220	64330	69628		
3113	Human Resources Administrator	Total Quebec	ALL	ALL	7	9	56234	49786	57973	59127	61295	65771	57080	51912	59415	60643	61000	65771		
3113	Human Resources Administrator	Total Western Canada	ALL	ALL	140	381	59488	51577	53181	56293	65771	72980	60619	52525	58520	60844	67054	75141		
3113	Human Resources Administrator	National	ALL	ALL	175	434	59025	51236	53181	56293	65771	72980	60142	51926	58013	60434	66267	74687		
3113	Human Resources Administrator	ALL	Under \$50 Mil	ALL	15	59	62337	54884	60619	64376	68022	75133	62731	55830	62674	64304	68022	75133		
3113	Human Resources Administrator	ALL	\$50 to \$100 Mil	ALL	10	17	55088	47833	52326	56375	56534	61412	56343	47833	56135	56534	57990	65035		
3113	Human Resources Administrator	ALL	\$100 to \$250 Mil	ALL	19	31	52375	47309	51250	53240	57148	62630	53123	48926	51250	53608	57148	63861		
3113	Human Resources Administrator	ALL	\$250 to \$500 Mil	ALL	15	32	57339	53339	53214	55049	59373	61540	54450	47834	53214	55128	61805	64664		
3113	Human Resources Administrator	ALL	\$500 Mil to \$1 Billion	ALL	20	81	57339	53339	53214	55049	59373	61540	54450	47834	53214	55128	61805	64664		
3113	Human Resources Administrator	ALL	\$1 to \$2 Billion	ALL	16	106	57626	51577	54955	57723	64376	70074	59327	51577	55436	58240	64670	75474		

SAMPLE

Total Bonus Target					Total Bonus Actual %										Total Bonus Actual \$					
tot_bonus_target-Count	tot_bonus_target-Avg	tot_bonus_target-P25	tot_bonus_target-P50	tot_bonus_target-P90	tot_bonus_actual-Count	tot_bonus_actual-Avg	tot_bonus_actual-P25	tot_bonus_actual-P50	tot_bonus_actual-P60	tot_bonus_actual-P75	tot_bonus_actual-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