

# Salary Report

## IT Network Administrator 3 (9905)

compINSIGHT Information Technology Survey

### DATA SUMMARY

National Summary

		BASE SALARY		TOTAL CASH COMPENSATION			SALARY STRUCTURE		
# cos.	# inc.	Weighted	Simple	Companies	Weighted	Simple	# cos.	Minimum	Job Rate
58	96	63539	64551	19	66439	66628	28	48998	75709

### BASE SALARY DATA

### TOTAL CASH COMPENSATION (includes all variable pay)

	Weighted	Simple	Range of Data		Weighted	Simple	Range of Data	
Reported Data	Average	Average	Low	High	Reported Data	Average	Low	High
Company Avg.	63539	64551	51000	85000	Company Avg.	66439	54333	97750
Actual Low		63151	46500	85000	Actual Low		46500	97750
Actual High		65880	51000	86853	Actual High		55000	98838

### QUARTILES

	Base Salary	Total Cash Compensation
Upper Decile (90th Percentile)	80160	81615
Quartile 3 (75th Percentile)	69813	72000
Median (50th Percentile)	61500	64300
Quartile 1 (25th Percentile)	60000	60000
Lower Decile (10th Percentile)	55000	57480

### VARIABLE COMPENSATION

Variable compensation is comprised of the following:

# cos.	# inc.	Weighted	% of	Simple	% of	# eligible	# paying	Simple
		Average	Base	Average	Base			Average
19	36	7735	12	6339	10			
<b>CASH VARIABLES</b>								
						0	0	0
						0	0	0
						11	1	3100
						1	1	3363
						9	2	4609
<b>NON CASH VARIABLES</b>								
						30		
						6		

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### SURVEY DATA SPLITS

	BASE SALARY				TOTAL CASH COMP.		SALARY STRUCTURE			
	# cos.	# inc.	Weighted	Simple	Weighted	Simple	# cos.	Minimum	Job Rate	
<b>By Region</b>										
British Columbia		31	60477	61966	62906	64369	10	50759	79533	
Alberta		9	64521	65838	67054	68448	3	42417	76583	
Prairies		Insufficient Data								
Toronto		21	67365	67504	71555	70907	3	50531	74096	
SouthWestern Ontario		6	69681	71318	70277	72032	1	50000	92000	
Ottawa/Hull		23	62440	62948	66300	64702	9	50328	72062	
Montreal		5	62700	62700	62700	62700	1	40000	65000	
Quebec & East		Insufficient Data								
<b>By Sales</b>										
< 5 million		12	65804	67243	70035	69811	5	52116	82534	
5-14 million		17	62542	62603	63265	63369	5	51503	73057	
15-49 million		14	60778	61570	64241	64929	11	48817	67371	
50-99 million		4	63964	65202	71586	70102	2	36500	86000	
> 100 million		10	66243	68071	66574	68734	5	48772	85764	
<b>By Company Size</b>										
Under 50		7	63047	63047	63453	63453	1	55000	85000	
50 - 99		14	67073	66883	68782	68958	7	49335	75836	
100 - 500		30	61044	62146	63793	64337	17	49029	73018	
Over 500		6	69871	72098	76311	75343	3	46033	87567	
<b>By Industry Type</b>										
Communication Services		5	62295	62295	63941	63941	4	50288	81030	
Education/Health Care		Insufficient Data								
Financial/Insurance		3	63226	65545	69814	68620	2	51736	75609	
Public Sector		Insufficient Data								
High Technology		35	62398	64126	65451	66352	15	49331	71975	
Manufacturing		5	65698	65698	67762	67762	4	44045	78943	
Natural Resources		Insufficient Data								
Transportation/Utilities		Insufficient Data								
Retail/Wholesale/Distrib.		2	75500	72000	77200	74550	1	52600	78800	
Professional Services		6	66014	64852	67097	65394	2	49291	85160	
<b>By IT Department Size</b>										
Under 25		22	65493	65157	66528	66333	8	47734	74078	
25 - 49		21	60481	62030	63720	64155	12	47391	74271	
50 - 99		7	67469	67742	72589	71981	2	53260	65450	
100 - 249		5	63880	63880	66610	66610	4	50570	76725	
250-500		2	68000	72500	70600	74125	2	56295	99090	
Over 500		Insufficient Data								
<b>Total Survey</b>		<b>58</b>	<b>96</b>	<b>63539</b>	<b>64551</b>	<b>66439</b>	<b>66628</b>	<b>28</b>	<b>48998</b>	<b>75709</b>