

**Survey Name:** 2021 United States MBD/TRS - Mercer/Gartner Information Technology  
**Job Family:** IT, Telecom & Internet  
**Job Sub-family:** IT Infrastructure & Systems Administration  
**Job Code:** ITC.08.074.M20  
**Job Title:** IT Database Administration - Team Leader (Professionals) (M2)  
**Job Type:** Job  
**Job Description:** IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including:

**Refinement:** All Data  
**Scale:** In Whole Numbers  
**Currency:** US Dollar  
**Number of Organizations:** 62  
**Number of Observations:** 215  
**Position Class:** 50-56

IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including:  
 •Defining standards for physical data storage, maintenance, access and security administration •Performing backup and recovery using Database Management Systems •Configuring database parameters and defining data repository requirements, data dictionaries, and warehousing requirements •Designing and implementing approaches to improve database performance, capacity, and scalability A Team Leader (M2) supervises professional level employees (typically entry or experienced level) and may also supervise some para-professional employees. Responsibilities typically include: •Setting goals and objectives for team members for achievement of operational results. •Problems faced may be difficult but typically are not complex. •Ensures policies, practices and procedures are understood and followed by direct reports, customers and stakeholders.

\* More than 25% of the rates within the sample are supplied by one organization

\*\* Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

| Compensation Element          | No. of Orgs | No. of Obs | */**     | Inc Wtd 10th %ile | Inc Wtd 25th %ile | Inc Wtd Mean   | Inc Wtd Median | Inc Wtd 75th %ile | Inc Wtd 90th %ile |
|-------------------------------|-------------|------------|----------|-------------------|-------------------|----------------|----------------|-------------------|-------------------|
| Base Salary                   | 62          | 215        |          | 82,546            | 101,082           | 123,073        | 125,946        | 143,400           | 159,639           |
| Salary Min                    | 40          | 117        | *        | 65,300            | 78,800            | 91,608         | 94,400         | 104,150           | 117,000           |
| Salary Mid                    | 41          | 118        | *        | 87,000            | 105,000           | 122,142        | 126,478        | 140,900           | 150,000           |
| Salary Max                    | 40          | 117        | *        | 108,800           | 130,648           | 152,270        | 152,400        | 174,600           | 188,694           |
| STI Threshold % Base          | 9           | 17         | **       | --                | --                | 5.1            | 5.0            | --                | --                |
| STI Target                    | 33          | 115        | *        | 7,427             | 8,135             | 13,508         | 10,322         | 19,398            | 23,015            |
| STI Target % of Base          | 33          | 115        | **       | --                | --                | 10.0           | 10.0           | --                | --                |
| STI Maximum % Base            | 13          | 34         |          | 15.0              | 20.0              | 21.3           | 20.0           | 23.8              | 27.0              |
| STI Actual                    | 38          | 162        | *        | 2,442             | 4,171             | 11,889         | 8,614          | 17,316            | 27,988            |
| STI Actual % Base             | 38          | 162        | *        | 2.3               | 3.8               | 9.0            | 8.0            | 12.6              | 17.5              |
| Sales Incentive (Target)      | 0           | 0          |          | --                | --                | --             | --             | --                | --                |
| Sales Incentive Target % Base | 0           | 0          |          | --                | --                | --             | --             | --                | --                |
| Sales Incentive Actual        | 0           | 0          |          | --                | --                | --             | --             | --                | --                |
| Sales Incentive Actual % Base | 0           | 0          |          | --                | --                | --             | --             | --                | --                |
| Profit Sharing Actual         | 2           | 2          | **       | --                | --                | --             | --             | --                | --                |
| Profit Sharing Actual % Base  | 2           | 2          | **       | --                | --                | --             | --             | --                | --                |
| <b>Total Cash - Target</b>    | <b>54</b>   | <b>147</b> | <b>*</b> | <b>101,567</b>    | <b>122,080</b>    | <b>140,463</b> | <b>136,011</b> | <b>163,064</b>    | <b>182,008</b>    |
| Total Cash Target - Receivers | 33          | 115        | *        | 107,531           | 126,306           | 145,557        | 143,786        | 169,510           | 183,610           |
| <b>Total Cash - Actual</b>    | <b>62</b>   | <b>215</b> |          | <b>86,454</b>     | <b>108,009</b>    | <b>132,060</b> | <b>130,889</b> | <b>154,100</b>    | <b>181,346</b>    |
| Total Cash Actual - Receivers | 38          | 162        | *        | 84,138            | 106,778           | 134,209        | 131,644        | 162,792           | 187,111           |
| LTI (B-S)                     | 4           | 11         | **       | --                | --                | --             | --             | --                | --                |
| LTI % of Base (B-S)           | 4           | 11         | **       | --                | --                | --             | --             | --                | --                |
| <b>TDC Target (B-S)</b>       | <b>54</b>   | <b>147</b> | <b>*</b> | <b>101,567</b>    | <b>123,443</b>    | <b>144,742</b> | <b>136,761</b> | <b>164,847</b>    | <b>185,085</b>    |
| TDC Target (B-S), Rcvrs       | 4           | 11         | **       | --                | --                | --             | --             | --                | --                |
| <b>TDC Actual (B-S)</b>       | <b>62</b>   | <b>215</b> |          | <b>86,454</b>     | <b>108,009</b>    | <b>134,986</b> | <b>131,153</b> | <b>155,106</b>    | <b>182,240</b>    |
| TDC Actual (B-S) Rcvrs        | 4           | 11         | **       | --                | --                | --             | --             | --                | --                |
| Tenure - Organization         | 55          | 205        |          | 2                 | 5                 | 11             | 9              | 15                | 22                |