

Survey Name:	2020 Canada MBD/TRS - All MBD Modules	Refinement:	All Data
Job Family:	Human Resources	Scale:	In Whole Numbers
Job Sub-family:	Human Resources Operations	Currency:	Canadian Dollar
Job Code:	HRM.05.000.P30	Number of Organizations:	108
Job Title:	Human Resources Operations - Senior Professional (P3)	Number of Observations:	300
Job Type:	Core Job	Position Class:	49-53

Job Description: Positions in this sub-family are responsible for administering multiple areas of human resources and rewards programs including: •HR employment issues related to hiring, termination, contracts, retirement, etc. •Personnel records maintenance pertaining to benefits, compensation, leaves of absence, retirement, etc. •Statistical reporting to internal management and external agencies •Compensation & benefits program implementation and administration •May select and manage HR outsourcing vendors A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: • Managing projects / processes, working independently with limited supervision. • Coaching and reviewing the work of lower level professionals. • Problems faced are difficult and sometimes complex.

* More than 35% 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	108	300		68,470	77,053	86,024	84,728	94,180	104,900
Salary Min	81	232		57,050	61,525	68,536	66,114	73,893	86,400
Salary Mid	80	229		78,347	81,500	89,340	87,515	96,350	104,916
Salary Max	81	232		93,900	98,000	109,125	110,425	118,450	130,346
Other Guaranteed Allowance	4	10	**	--	--	4,795	2,473	--	--
Total Guaranteed Cash Comp	108	300		68,497	77,053	86,183	84,956	94,371	104,992
STI Threshold % Base	18	42		2.2	5.0	5.3	5.0	6.0	7.5
STI Target	72	192		3,820	5,906	9,106	8,681	11,406	15,074
STI Target % of Base	72	192		5.0	7.5	10.1	10.0	12.0	15.0
STI Maximum % Base	49	135		7.1	15.0	20.3	20.0	27.0	30.0
STI Actual	73	201		2,311	4,769	9,030	8,211	11,675	17,154
STI Actual % Base	73	201		2.7	6.1	10.0	9.8	13.0	18.6
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	1	1	**	--	--	--	--	--	--
Sales Incentive Actual % Base	1	1	**	--	--	--	--	--	--
Profit Sharing Actual	1	1	**	--	--	--	--	--	--
Profit Sharing Actual % Base	1	1	**	--	--	--	--	--	--
Total Cash - Target	95	267		72,548	80,000	92,871	90,626	103,656	118,401
Total Cash Target - Receivers	72	192		77,000	83,910	97,740	96,349	108,727	123,912
Total Cash - Actual	108	300		70,000	80,001	92,264	90,000	101,560	117,834
Total Cash Actual - Receivers	74	202		76,012	84,644	97,333	95,175	107,142	123,321
LTI (B-S)	12	41		5,122	6,201	9,986	9,742	12,464	13,849
LTI % of Base (B-S)	12	41		5.8	6.9	11.1	10.7	14.4	15.3
TDC Target (B-S)	95	267		73,196	80,000	93,836	90,626	104,500	123,057
TDC Target (B-S), Rcvrs	8	22		108,137	108,898	120,080	119,025	131,494	141,591
TDC Actual (B-S)	108	300		71,397	80,005	93,629	90,616	103,862	122,512
TDC Actual (B-S) Rcvrs	12	41		91,139	103,348	113,169	110,264	124,044	135,779
Tenure - Organization	78	222		1	3	10	7	14	19