

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.240 Office Services Supervisor

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	31	32	48	87.5	99.4	106.1	117.7	100.7	115.1	126.2	137.7	108.8	133.2	149.2	159.1
Fully Integrated	3	*3	8	--	--	131.8	--	--	--	166.0	--	--	--	198.7	--
Exploration & Production	28	29	40	85.5	97.2	100.9	110.0	96.8	111.6	118.3	136.4	107.8	130.5	139.3	148.2
Services and Drilling	7	7	10	69.8	81.4	79.0	85.2	78.4	85.3	88.0	97.3	78.7	87.7	94.2	111.5
Services and Equipment	6	6	9	69.7	79.4	78.5	85.4	77.7	84.7	86.6	95.1	77.8	85.9	90.3	100.6
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	7	11	42	90.0	98.0	100.2	116.4	93.6	102.6	107.1	117.0	94.5	102.6	108.4	117.0
Public Sector (Regulatory Agencies, Government)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	11	12	18	70.0	95.1	90.6	106.6	77.1	109.2	101.8	125.5	78.8	116.8	110.0	139.6
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	54	60	98	83.3	94.5	98.5	108.7	92.8	107.1	113.2	127.5	94.5	111.9	126.4	141.1
Calgary	47	50	70	85.0	96.3	101.2	110.6	93.7	111.4	117.8	134.0	97.2	121.8	134.1	143.6
Edmonton	3	*4	11	--	99.6	98.9	--	--	99.6	102.0	--	--	99.6	104.2	--
Fort McMurray	3	*3	4	--	--	97.3	--	--	--	109.6	--	--	--	116.3	--
Other Alberta	7	8	13	72.1	79.4	84.1	88.7	83.1	95.2	99.5	108.9	91.6	99.1	107.0	115.8
Manitoba/Saskatchewan	3	*3	4	--	--	85.2	--	--	--	92.8	--	--	--	103.2	--
Eastern Canada	5	*5	17	97.7	111.9	106.9	119.2	100.0	113.1	112.3	119.2	100.0	114.4	114.3	121.9
Atlantic Canada	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	*3	15	--	--	110.3	--	--	--	114.9	--	--	--	115.9	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated.

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 220.112.240 Office Services Supervisor

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	58	65	117	1.3	83.9	96.0	98.5	110.0	92.7	105.0	112.1	123.3	93.7	111.7	123.8	140.4
Under \$100 Million	8	8	8	--	76.4	85.0	83.0	89.1	79.4	86.5	86.1	93.7	79.5	90.3	87.3	93.9
\$100 < \$500 Million	11	11	15	0.2	66.7	90.0	85.2	101.3	72.9	103.9	97.4	124.6	76.1	107.8	110.7	139.5
\$500 < \$1 Billion	9	*10	17	0.6	88.2	96.0	96.1	105.2	93.1	104.4	103.0	111.6	96.7	107.2	108.2	121.8
\$1 < \$3 Billion	14	15	25	2.0	79.3	86.8	94.6	105.4	90.0	99.9	111.1	126.9	91.5	111.2	124.7	141.4
\$3 < \$5 Billion	6	*6	21	3.5	80.5	97.8	94.5	113.1	95.0	104.9	102.9	117.1	95.0	108.1	110.4	118.3
\$5 Billion and Over	11	15	31	10.2	96.5	112.3	116.3	130.0	109.0	133.8	138.0	150.9	112.6	141.7	156.6	167.1
Barrel of Oil Equivalent/Day																
All	28	29	44	69,032	87.1	99.4	107.1	119.9	100.7	117.4	127.8	139.7	108.8	138.1	152.7	175.1
Under 10,000	5	5	5	--	86.0	88.0	98.0	115.0	86.5	99.3	102.5	120.0	90.7	106.2	112.7	137.9
Under 5,000	3	3	3	--	--	--	102.7	--	--	--	102.7	--	--	--	116.4	--
5,000 < 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	13	13	14	45,825	93.2	97.2	101.1	104.7	105.4	114.3	118.7	136.3	119.2	136.3	139.9	143.0
10,000 < 25,000	3	3	3	--	--	--	97.8	--	--	--	120.5	--	--	--	162.3	--
25,000 < 100,000	10	10	11	48,693	87.6	97.4	102.0	110.0	100.8	111.6	118.1	136.4	111.7	127.9	133.8	142.1
100,000 and Over	10	11	25	260,300	84.7	105.2	112.3	133.4	100.8	131.7	138.0	163.3	115.6	143.4	167.9	207.7
100,000 < 300,000	7	7	16	140,803	84.6	114.3	115.3	137.2	103.9	135.9	146.5	177.8	126.3	167.2	182.9	226.9
300,000 and Over	3	*4	9	--	--	103.0	107.1	--	--	111.5	123.0	--	--	124.5	141.2	--
Total Employment																
Less than 75	7	7	7	--	85.0	93.2	92.7	101.3	85.0	93.2	103.7	136.3	87.4	93.9	110.4	142.9
75 < 350	13	13	14	234	75.7	89.8	88.2	97.1	80.0	101.6	100.0	118.3	94.1	107.5	117.1	140.2
350 < 1,500	12	12	19	789	85.0	93.1	97.2	110.0	97.7	106.9	113.0	131.7	97.7	121.8	132.8	145.1
1,500 and Over	25	32	79	3,228	84.7	98.2	102.0	117.0	93.5	107.3	114.7	133.0	93.6	109.3	123.6	140.2

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**220.112.330 Office Services Co-ordinator - Senior****Specialization:** All Incumbents

Under general direction, supports the Office Services Supervisor in more complex daily activities including word processing, mail and distribution, communications, central files, messenger, and supplies. Assists in the scheduling and co-ordination of all related projects. May act as a liaison for contractors, building security, maintenance and service providers.

Incumbents in the same position: 22										Year over Year % Increase (Mean): 3.1%			
(Compensation Data Displayed in \$000s)										Dist. Orgs	Num Obs	% of Obs Elig	
Actual Annual Cash Compensation										Incentives and Eligibility			
Base Salary – Inc Weighted (All)	18	18	26	64.5	70.2	74.4	80.3	79.8	117.6	STI	16	24	92
Base Salary – Org Weighted (All)	18	18	N/A	68.2	70.2	73.9	77.4	76.5	117.0	Other Guaranteed Cash	1	1	4
STI Granted (\$ Amount) Recvg	16	16	23	5.8	7.4	9.8	12.9	17.0	28.9	Other Non-Guaranteed Cash	6	8	31
STI Granted (% of Base) Recvg	16	16	23	8.5	9.4	12.5	15.3	18.9	27.1	LTI	12	17	65
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	2	--	--	--	--	--	--	Overtime	2	4	15
Total Cash Comp – Inc Weighted (All)	18	18	26	67.9	76.1	86.2	91.9	94.5	140.3	Salary Range			
Total Cash Comp – Org Weighted (All)	18	18	N/A	68.8	76.1	83.7	88.1	88.1	142.5	Minimum	0	0	--
Target Annual Cash Compensation										Midpoint	0	0	--
STI Threshold (% of Base) Eligible	2	*2	4	--	--	--	--	--	--	Maximum	0	0	--
STI Target (% of Base) Eligible	14	14	22	6.3	10.0	13.8	13.6	15.0	20.0	Compa-ratio	0	0	--
STI Maximum (% of Base) Eligible	9	9	17	13.6	17.5	30.0	26.5	30.0	44.0	Demographics			
Target Total Cash Compensation	16	16	24	69.2	80.8	83.9	91.6	91.7	139.6	Graduation Year	3	3	--
Estimated Total Direct Compensation										Year of Birth	16	24	1968
Total Perquisite Value (\$ Amount)	7	7	10	0.6	1.0	2.1	3.4	7.0	8.3	Dist. Orgs Num Obs % of Obs			
Total LTI (\$ Amount) – Recvg	10	10	14	3.5	8.3	12.8	16.2	20.0	41.7	Hired since 2014	16	24	13
Target Total Direct Comp (\$ Amount) – Recvg	9	9	13	88.7	93.8	103.0	112.7	129.6	163.4				
Target Total Direct Comp (\$ Amount) – All	16	16	24	69.2	82.2	94.5	101.7	111.0	150.7				
Total Direct Comp (\$ Amount) – Recvg	10	10	14	79.6	95.2	101.6	113.2	125.8	174.1				
Total Direct Comp (\$ Amount) – All	18	18	26	67.9	79.9	95.2	101.9	112.8	156.1				
Total Other Guaranteed Cash													
Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--				

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## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.330 Office Services Co-ordinator - Senior

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	9	9	12	70.0	73.8	80.1	81.9	78.1	85.4	93.9	98.7	84.7	94.1	107.7	140.0
Fully Integrated	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	8	8	10	69.9	72.0	72.8	78.8	76.1	84.0	83.3	88.8	81.4	92.0	95.6	99.7
Services and Drilling	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	4	4	9	--	78.4	86.6	--	--	90.4	99.7	--	--	109.3	108.4	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	16	16	22	70.2	74.1	79.3	78.8	75.7	86.2	90.8	93.7	79.4	94.1	101.2	112.8
Calgary	14	14	19	70.0	73.7	75.0	78.7	74.1	85.8	85.9	90.4	74.1	92.0	97.6	109.3
Edmonton	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated.

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.330 Office Services Co-ordinator - Senior

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	16	16	24	1.8	70.3	74.6	81.5	81.9	77.5	86.8	93.7	95.4	81.7	95.2	103.9	115.5
Under \$100 Million	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	4	4	4	--	--	72.9	73.6	--	--	79.6	80.0	--	--	82.4	84.4	--
\$500 < \$1 Billion	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	5	*5	8	--	70.1	74.5	74.8	78.7	73.0	85.1	82.1	87.3	74.7	88.9	86.3	95.7
\$3 < \$5 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	4	4	9	--	--	83.0	94.4	--	--	95.8	111.9	--	--	116.8	125.2	--
Barrel of Oil Equivalent/Day																
All	11	11	14	73,000	69.9	73.8	77.9	79.8	76.1	85.4	90.6	94.9	81.4	94.1	103.2	114.7
Under 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	5	5	5	--	62.5	70.4	68.8	74.3	65.6	83.5	77.1	85.3	69.1	92.0	85.2	98.0
10,000 < 25,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	3	3	3	--	--	--	66.7	--	--	--	72.8	--	--	--	78.4	--
100,000 and Over	4	4	7	--	--	78.8	85.5	--	--	93.0	103.0	--	--	102.0	121.9	--
100,000 < 300,000	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	4	4	4	--	--	72.0	72.1	--	--	83.5	81.7	--	--	95.5	92.0	--
75 < 350	5	5	5	--	62.5	72.1	70.0	76.5	64.5	76.3	74.6	83.9	64.5	81.2	76.5	86.1
350 < 1,500	4	*4	7	--	--	75.0	74.9	--	--	88.3	90.6	--	--	109.3	112.4	--
1,500 and Over	5	5	10	8,400	69.3	84.5	92.4	117.3	71.5	93.5	105.5	139.8	71.5	98.1	111.2	149.2

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

2015

## CA MTCS for the Energy Sector

## 220.112.340 Office Services Co-ordinator - Intermediate

Specialization: All Incumbents

Under limited supervision, supports the Office Services Supervisor in daily activities including word processing, mail and distribution, communications, central files, messenger, and supplies. Assists in the scheduling and co-ordination of all related projects. May act as a liaison for contractors, building security, maintenance and service providers.

Incumbents in the same position:		43								Year over Year % Increase (Mean):				2.9%
(Compensation Data Displayed in \$000s)		Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
Actual Annual Cash Compensation														
Base Salary – Inc Weighted (All)		38	40	68	50.0	54.6	60.9	66.3	74.2	95.8	STI	33	56	82
Base Salary – Org Weighted (All)		38	40	N/A	50.0	55.0	60.8	65.8	75.0	90.3	Other Guaranteed Cash	10	18	26
STI Granted (\$ Amount) Recvg		32	34	53	2.7	3.6	8.1	9.1	10.6	19.2	Other Non-Guaranteed Cash	13	17	25
STI Granted (% of Base) Recvg		32	34	53	4.6	6.4	11.8	12.1	15.7	20.4	LTI	22	32	47
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg		6	6	8	--	0.5	0.7	1.3	1.9	--	Overtime	9	14	21
Total Cash Comp – Inc Weighted (All)		38	40	68	50.9	58.3	65.4	73.6	82.1	112.7				
Total Cash Comp – Org Weighted (All)		38	40	N/A	53.5	59.0	64.0	73.1	84.6	104.4				
Target Annual Cash Compensation														
STI Threshold (% of Base) Eligible		5	5	6	--	3.3	4.0	6.2	10.8	--				
STI Target (% of Base) Eligible		28	29	49	7.0	10.0	10.0	11.6	15.0	18.0				
STI Maximum (% of Base) Eligible		21	22	34	12.3	17.3	20.0	23.7	30.0	40.0				
Target Total Cash Compensation		33	34	61	52.1	59.1	67.1	73.8	83.8	114.6				
Estimated Total Direct Compensation														
Total Perquisite Value (\$ Amount)		15	15	19	0.1	0.4	0.5	1.2	1.5	4.0				
Total LTI (\$ Amount) – Recvg		21	22	30	3.5	5.9	9.2	11.5	16.6	21.4				
Target Total Direct Comp (\$ Amount) – Recvg		17	17	25	57.6	65.8	88.8	92.0	117.4	137.3				
Target Total Direct Comp (\$ Amount) – All		33	34	61	52.8	60.0	70.0	78.6	89.8	128.0				
Total Direct Comp (\$ Amount) – Recvg		21	22	30	58.4	68.9	82.1	91.5	111.7	139.0				
Total Direct Comp (\$ Amount) – All		38	40	68	51.8	59.5	71.0	79.0	89.1	121.2				
Total Other Guaranteed Cash														
Total Other Guaranteed Cash (\$ Amount) Recvg		7	*7	14	1.1	1.2	2.2	6.3	7.4	24.2				
												Dist. Orgs	Num Obs	% of Obs
Hired since 2014												35	61	15

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.340 Office Services Co-ordinator - Intermediate

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	26	27	40	55.0	62.5	70.0	81.8	60.4	70.5	80.1	93.4	66.8	77.4	89.1	108.7
Fully Integrated	3	*3	7	--	--	101.5	--	--	--	126.7	--	--	--	138.7	--
Exploration & Production	23	24	33	55.0	60.0	63.3	70.2	59.1	66.7	70.1	77.7	65.0	74.0	78.6	90.0
Services and Drilling	5	*5	12	51.9	56.6	56.9	61.2	57.9	59.8	59.4	64.6	57.9	59.8	60.0	65.5
Services and Equipment	5	*5	12	51.9	56.6	56.9	61.2	57.9	59.8	59.4	64.6	57.9	59.8	60.0	65.5
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*3	7	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	32	33	55	55.0	60.8	66.2	71.3	58.7	65.3	73.8	78.1	60.1	71.7	80.2	92.0
Calgary	30	30	46	54.5	60.9	65.8	72.0	59.3	66.1	73.6	78.6	61.9	71.8	80.8	93.6
Edmonton	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	4	*4	7	--	56.7	66.4	--	--	59.5	73.1	--	--	60.1	75.4	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	5	6	11	51.3	71.4	68.2	80.1	54.1	80.3	75.1	89.5	54.1	80.3	76.8	89.5
Atlantic Canada	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	4	*4	7	--	71.4	71.1	--	--	80.3	78.2	--	--	80.3	80.8	--
Québec	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

## 220.112.340 Office Services Co-ordinator - Intermediate

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	37	39	67	1.3	54.5	60.8	66.1	74.1	58.3	65.3	73.3	80.3	59.5	70.3	78.5	88.0
Under \$100 Million	3	*3	7	--	--	--	59.3	--	--	--	63.0	--	--	--	63.0	--
\$100 < \$500 Million	7	7	14	0.3	54.5	55.6	58.6	61.8	55.8	59.5	60.3	63.3	57.5	62.6	63.4	71.9
\$500 < \$1 Billion	5	5	6	--	44.1	50.6	52.2	58.8	46.2	53.9	55.1	63.6	48.5	61.8	63.7	76.0
\$1 < \$3 Billion	12	12	19	1.5	51.3	60.8	61.0	70.0	54.1	66.7	67.1	77.2	54.1	69.1	72.7	88.0
\$3 < \$5 Billion	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	8	10	18	19.3	71.1	81.3	86.0	100.5	79.8	94.1	101.5	124.5	83.2	94.1	107.9	137.8
Barrel of Oil Equivalent/Day																
All	24	25	37	73,780	55.0	63.9	69.4	81.0	61.1	71.5	79.3	92.4	68.2	77.6	88.9	108.4
Under 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	15	15	20	54,320	52.8	55.0	59.5	66.7	56.5	61.7	65.2	74.8	61.6	70.4	74.2	87.6
10,000 < 25,000	5	5	5	--	54.7	55.0	63.1	75.5	59.9	62.3	70.5	85.1	72.8	75.9	85.4	102.7
25,000 < 100,000	10	10	15	70,793	52.2	55.0	58.3	63.9	56.0	60.6	63.4	71.5	56.0	66.7	70.5	86.5
100,000 and Over	9	10	17	284,000	64.6	74.1	81.1	99.0	71.7	82.6	95.8	120.8	77.4	102.8	106.1	136.5
100,000 < 300,000	6	*6	13	132,506	64.6	82.6	83.1	101.0	73.3	98.9	99.6	125.8	80.7	108.0	110.3	138.2
300,000 and Over	3	4	4	--	--	69.8	74.8	--	--	76.0	83.5	--	--	82.4	92.7	--
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	11	11	16	269	52.2	55.0	56.2	59.8	55.5	60.0	60.7	63.8	56.5	66.4	69.5	73.4
350 < 1,500	13	13	21	671	55.3	60.5	62.6	69.1	59.1	65.5	67.5	75.2	60.2	68.4	72.8	81.9
1,500 and Over	13	15	30	3,228	56.2	70.8	74.3	89.8	59.2	79.2	84.6	102.2	59.2	82.2	88.5	111.6

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated



2015

## CA MTCS for the Energy Sector

## 220.112.350 Camp Accommodations Coordinator

Specialization: All Incumbents

Supports the daily activities in camp administration services, including liaising with contractors, building security, caterers, maintenance and service providers. Assists in the scheduling and coordination of all related projects. Typically has a background in facility management or accommodation services.

## Incumbents in the same position:

25

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	7	*7	45	46.4	78.6	81.2	80.1	89.6	94.2
Base Salary – Org Weighted (All)	7	*7	N/A	--	55.0	84.0	81.3	90.0	--
STI Granted (\$ Amount) Recvg	5	*5	21	7.5	13.6	16.0	16.9	18.1	27.7
STI Granted (% of Base) Recvg	5	*5	21	8.9	17.7	18.9	18.7	20.4	24.9
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	7	*7	45	46.4	81.2	81.2	88.0	101.8	112.3
Total Cash Comp – Org Weighted (All)	7	*7	N/A	--	68.6	89.6	92.2	102.8	--

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	3	*3	19	--	--	--	15.9	--	--
STI Maximum (% of Base) Eligible	3	*3	19	--	--	--	33.4	--	--
Target Total Cash Compensation	5	*5	43	46.4	81.2	81.2	86.1	99.9	108.4

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	1	*1	1	--	--	--	--	--	--
Total LTI (\$ Amount) – Recvg	4	*4	15	--	--	8.2	10.6	--	--
Target Total Direct Comp (\$ Amount) – Recvg	3	*3	14	--	--	--	114.4	--	--
Target Total Direct Comp (\$ Amount) – All	5	*5	43	46.4	81.2	81.2	89.6	106.0	120.0
Total Direct Comp (\$ Amount) – Recvg	4	*4	15	--	--	109.5	116.9	--	--
Total Direct Comp (\$ Amount) – All	7	*7	45	46.4	81.2	81.2	91.6	109.5	124.0

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	3	*3	7	--	--	--	21.0	--	--
---	---	----	---	----	----	----	------	----	----

\*More than 35% of the rates within the sample are supplied by one organization.

## Year over Year % Increase (Mean):

1.9%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	5	21	47
Other Guaranteed Cash	3	7	16
Other Non-Guaranteed Cash	1	16	36
LTI	5	21	47
Overtime	3	25	56

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	0	0	--
Midpoint	0	0	--
Maximum	0	0	--
Compa-ratio	0	0	--

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	0	0	--
Year of Birth	*7	45	1967

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	7	45	7

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.350 Camp Accommodations Coordinator

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	4	*4	20	--	88.1	88.9	--	--	103.8	106.4	--	--	109.9	114.4	--
Fully Integrated	2	*2	18	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Services and Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	1	*1	18	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	5	*5	18	77.6	86.6	88.4	93.0	90.3	100.2	105.4	110.8	95.7	108.3	112.5	112.3
Calgary	3	*3	12	--	--	87.5	--	--	--	106.1	--	--	--	115.4	--
Edmonton	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	2	*2	5	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	3	*3	25	--	--	77.2	--	--	--	79.3	--	--	--	80.5	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	*3	23	--	--	76.0	--	--	--	76.8	--	--	--	77.3	--
Québec	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated.

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.112.350 Camp Accommodations Coordinator

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	7	*7	45	5.0	78.6	81.2	80.1	89.6	81.2	81.2	88.0	101.8	81.2	81.2	91.6	109.5
Under \$100 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	2	*2	7	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$3 < \$5 Billion	1	*1	18	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	3	*3	19	--	--	--	90.7	--	--	--	108.4	--	--	--	116.7	--
Barrel of Oil Equivalent/Day																
All	5	*5	21	--	78.6	89.2	88.9	93.8	91.2	102.3	105.9	112.1	96.2	109.5	113.5	118.7
Under 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	3	*3	19	--	--	--	90.7	--	--	--	108.4	--	--	--	116.7	--
100,000 < 300,000	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	2	*2	17	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
1,500 and Over	6	*6	44	3,906	79.8	81.2	80.7	89.8	81.2	81.2	88.5	102.1	81.2	81.2	92.1	109.5

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

2015

## CA MTCS for the Energy Sector

## 220.116.340 Librarian

## Specialization: All Incumbents

Responsible for the organization, maintenance and operation of a library/information centre. Provides advisory services and conducts specialized research projects. Typical qualifications include a university degree in library science.

## Incumbents in the same position:

12

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	10	10	17	54.4	61.8	68.8	74.0	92.1	99.7
Base Salary – Org Weighted (All)	10	10	N/A	48.9	59.0	69.7	75.3	93.3	102.3
STI Granted (\$ Amount) Recvg	6	6	6	--	4.7	8.3	9.2	14.0	--
STI Granted (% of Base) Recvg	6	6	6	--	6.8	10.2	10.8	15.3	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	3	*3	4	--	--	--	1.6	--	--
Total Cash Comp – Inc Weighted (All)	10	10	17	55.5	64.3	68.8	77.7	94.9	111.8
Total Cash Comp – Org Weighted (All)	10	10	N/A	48.9	60.5	76.9	81.0	104.7	117.2

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	6	6	6	--	7.2	9.9	9.5	12.1	--
STI Maximum (% of Base) Eligible	4	4	4	--	--	15.3	19.5	--	--
Target Total Cash Compensation	9	9	16	57.7	65.4	72.0	79.1	94.9	112.9

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	3	*3	7	--	--	--	0.3	--	--
Total LTI (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	9	9	16	57.7	65.4	72.4	80.0	94.9	115.5
Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	10	10	17	55.5	64.4	69.1	78.5	94.9	117.7

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	2	--	--	--	--	--	--
---	---	----	---	----	----	----	----	----	----

\*More than 35% of the rates within the sample are supplied by one organization.

## Year over Year % Increase (Mean):

3.4%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	7	7	41
Other Guaranteed Cash	2	3	18
Other Non-Guaranteed Cash	4	5	29
LTI	3	3	18
Overtime	7	13	76

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	0	0	--
Midpoint	0	0	--
Maximum	0	0	--
Compa-ratio	0	0	--

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	5	--
Year of Birth	10	17	1967

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	10	17	0

2015

## CA MTCS for the Energy Sector

## Scope Analysis

220.116.340 Librarian

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	3	3	3	--	--	80.0	--	--	--	87.0	--	--	--	89.4	--
Fully Integrated	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Services and Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	2	*2	7	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	6	*6	11	63.1	68.8	73.6	89.2	65.2	68.8	78.7	102.8	65.2	69.1	79.9	102.8
Calgary	4	*4	5	--	70.0	75.4	--	--	79.0	84.6	--	--	83.2	85.5	--
Edmonton	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

220.116.340 Librarian

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	10	10	17	3.6	61.8	68.8	74.0	92.1	64.3	68.8	77.7	94.9	64.4	69.1	78.5	94.9
Under \$100 Million	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	1	*1	5	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$3 < \$5 Billion	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	4	4	4	--	--	84.4	85.3	--	--	94.7	95.5	--	--	100.4	98.6	--
Barrel of Oil Equivalent/Day																
All	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 < 300,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	4	*4	9	--	--	65.9	65.1	--	--	65.9	67.4	--	--	66.2	67.6	--
1,500 and Over	6	*6	8	--	69.6	89.6	84.1	97.9	75.8	89.6	89.2	106.5	77.2	89.6	90.7	111.9

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

**220.120.340 Corporate Security Analyst****Specialization:** All Incumbents

Responsibilities include investigating, identifying and reviewing facility security issues. Provides recommendations on security policies and implementation of security policies. Develops and maintains relationships with regulating bodies and law enforcement agencies.

<b>Incumbents in the same position:</b>	24									<b>Year over Year % Increase (Mean):</b>				2.9%
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>	
<b>Actual Annual Cash Compensation</b>														
Base Salary – Inc Weighted (All)	18	19	35	76.4	90.0	120.0	109.8	127.5	142.4	STI	15	28	80	
Base Salary – Org Weighted (All)	18	19	N/A	55.6	91.8	106.1	106.8	130.4	141.7	Other Guaranteed Cash	9	18	51	
STI Granted (\$ Amount) Recvg	14	15	25	7.7	12.5	23.0	22.1	31.5	35.5	Other Non-Guaranteed Cash	9	15	43	
STI Granted (% of Base) Recvg	14	15	25	7.9	12.9	19.2	18.0	22.5	28.1	LTI	9	18	51	
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	4	*4	7	--	--	2.2	2.0	--	--	Overtime	6	9	26	
Total Cash Comp – Inc Weighted (All)	18	19	35	76.4	101.8	122.8	126.0	160.9	179.3					
Total Cash Comp – Org Weighted (All)	18	19	N/A	59.1	100.7	120.0	122.8	158.4	175.3					
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>	
STI Threshold (% of Base) Eligible	4	4	6	--	--	6.3	7.8	--	--	Minimum	16	30	97.2	
STI Target (% of Base) Eligible	15	16	28	9.5	15.0	15.0	15.5	20.0	20.0	Midpoint	16	31	114.1	
STI Maximum (% of Base) Eligible	12	13	23	11.9	20.0	30.0	30.4	40.0	43.0	Maximum	16	30	137.0	
Target Total Cash Compensation	18	19	35	76.4	100.1	133.4	125.2	152.5	170.8	Compa-ratio	16	31	96.3	
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>	
Total Perquisite Value (\$ Amount)	7	7	11	0.3	0.4	0.5	0.9	1.3	3.1	Graduation Year	*2	4	--	
Total LTI (\$ Amount) – Recvg	6	6	14	2.7	14.2	20.0	21.2	28.4	40.0	Year of Birth	18	35	1967	
Target Total Direct Comp (\$ Amount) – Recvg	6	6	14	125.1	145.9	174.0	167.5	189.1	197.7					
Target Total Direct Comp (\$ Amount) – All	18	19	35	76.4	101.0	138.0	133.9	170.8	189.4					
Total Direct Comp (\$ Amount) – Recvg	6	6	14	120.5	143.9	181.5	169.3	191.1	207.9					
Total Direct Comp (\$ Amount) – All	18	19	35	76.4	102.1	124.4	134.8	180.9	192.1					
<b>Total Other Guaranteed Cash</b>											<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>	
Total Other Guaranteed Cash (\$ Amount) Recvg	8	8	17	0.9	2.2	4.4	13.3	26.7	32.3	Hired since 2014	17	32	28	

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.120.340 Corporate Security Analyst

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	7	7	16	120.0	125.9	125.4	136.1	134.2	150.8	149.8	169.3	148.2	173.3	167.1	187.3
Fully Integrated	1	*1	4	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	6	6	12	107.4	124.4	123.9	136.1	119.1	145.0	146.9	169.3	136.0	165.7	163.4	184.8
Services and Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	6	6	9	89.5	102.4	99.6	120.0	101.3	120.0	108.0	121.4	101.9	120.0	108.2	121.6
Public Sector (Regulatory Agencies, Government)	2	*2	5	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	18	18	34	91.4	120.0	111.4	128.1	102.7	123.6	128.0	161.4	103.1	128.0	137.0	181.2
Calgary	11	11	21	89.0	120.0	110.1	127.1	94.4	120.0	124.4	161.8	95.0	120.0	133.5	184.3
Edmonton	3	*3	4	--	--	93.6	--	--	--	107.2	--	--	--	107.4	--
Fort McMurray	3	*3	4	--	--	129.2	--	--	--	154.2	--	--	--	157.5	--
Other Alberta	4	*4	5	--	120.0	117.3	--	--	143.6	138.8	--	--	165.6	159.1	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.



## 220.120.340 Corporate Security Analyst

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	16	17	33	3.6	90.9	120.0	111.0	127.1	102.4	122.8	127.2	158.1	102.7	124.4	136.5	181.5
Under \$100 Million	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	4	*4	7	--	--	120.0	112.8	--	--	143.6	134.4	--	--	155.9	151.5	--
\$3 < \$5 Billion	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	7	8	16	10.2	103.6	123.5	119.6	137.4	111.1	143.7	141.8	174.8	124.9	157.3	153.4	187.3
Barrel of Oil Equivalent/Day																
All	8	8	17	271,413	110.5	122.0	122.1	131.4	121.8	143.7	144.4	163.2	137.8	163.6	160.9	185.0
Under 10,000	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	5	5	13	284,826	111.6	122.0	122.5	132.8	121.8	143.7	145.4	166.7	139.8	180.9	166.6	188.7
100,000 < 300,000	3	*3	8	--	--	--	125.0	--	--	--	150.3	--	--	--	176.5	--
300,000 and Over	2	*2	5	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	5	5	10	832	78.4	90.6	97.7	120.0	78.4	94.4	108.5	143.6	78.4	95.0	120.5	182.2
1,500 and Over	11	12	23	3,505	102.4	120.0	116.8	130.0	110.9	131.9	135.3	162.8	120.0	143.9	143.4	180.9

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**220.368.420 Receptionist/Switchboard Operator****Specialization:** All Incumbents

Main function is the operation of the switchboard, screening and redirecting all incoming calls, placing of outgoing long distance calls, and checking tolls on all long distance calls. Responsible for the switchboard equipment and for the efficient operation of that equipment. May act as receptionist and greet and direct visitors to the company. May provide backup word processing to administrative support staff.

<b>Incumbents in the same position:</b>	90									<b>Year over Year % Increase (Mean):</b>	3 1%		
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Actual Annual Cash Compensation</b>													
Base Salary – Inc Weighted (All)	83	89	156	35.4	40.0	45.0	45.0	50.1	55.5	STI	67	108	69
Base Salary – Org Weighted (All)	83	89	N/A	38.3	41.8	46.0	46.6	51.5	55.5	Other Guaranteed Cash	19	22	14
STI Granted (\$ Amount) Recvg	55	58	79	1.0	2.2	3.7	4.3	5.6	7.5	Other Non-Guaranteed Cash	15	23	15
STI Granted (% of Base) Recvg	55	58	79	2.1	4.8	7.9	8.7	10.8	14.7	LTI	37	54	35
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	4	4	4	--	--	1.3	1.3	--	--	Overtime	34	62	40
Total Cash Comp – Inc Weighted (All)	83	89	156	36.3	40.0	46.9	47.2	53.3	60.6				
Total Cash Comp – Org Weighted (All)	83	89	N/A	38.7	42.6	49.5	49.5	54.8	60.6				
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
STI Threshold (% of Base) Eligible	10	10	13	1.8	3.1	4.0	4.3	6.0	7.6	Minimum	31	70	37.2
STI Target (% of Base) Eligible	50	55	82	5.0	6.9	8.0	9.4	10.0	15.0	Midpoint	32	72	45.4
STI Maximum (% of Base) Eligible	33	37	53	10.0	10.0	14.0	14.6	18.0	22.0	Maximum	31	70	52.8
Target Total Cash Compensation	68	74	130	36.4	41.2	47.8	48.1	54.5	60.8	Compa-ratio	32	72	97.0
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Perquisite Value (\$ Amount)	35	36	54	0.3	0.3	0.5	0.8	1.0	1.5	Graduation Year	11	11	2008
Total LTI (\$ Amount) – Recvg	29	30	36	2.1	2.7	4.5	8.0	9.1	22.5	Year of Birth	79	149	1975
Target Total Direct Comp (\$ Amount) – Recvg	20	21	24	42.5	50.3	54.9	58.3	67.0	84.5				
Target Total Direct Comp (\$ Amount) – All	68	74	130	36.7	41.8	49.0	49.5	55.5	62.7		<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Total Direct Comp (\$ Amount) – Recvg	29	30	36	41.2	46.7	55.3	57.3	62.0	84.8	Hired since 2014	80	149	34
Total Direct Comp (\$ Amount) – All	83	89	156	36.8	40.5	47.8	49.3	55.9	62.3				
<b>Total Other Guaranteed Cash</b>													
Total Other Guaranteed Cash (\$ Amount) Recvg	13	13	15	0.9	1.2	2.4	3.3	6.0	7.4				

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.368.420 Receptionist/Switchboard Operator

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	40	40	52	42.6	47.4	47.2	52.0	46.1	51.5	51.2	56.2	49.9	54.5	56.0	61.5
Fully Integrated	4	*4	8	--	50.7	49.3	--	--	53.3	52.8	--	--	54.1	53.0	--
Exploration & Production	36	36	44	42.6	47.3	46.8	51.8	46.1	51.3	50.9	55.4	50.1	54.7	56.5	61.4
Services and Drilling	17	19	56	37.9	40.1	40.9	45.0	37.9	40.5	41.6	45.7	38.0	41.5	42.2	46.4
Services and Equipment	14	16	50	37.5	40.2	40.8	45.0	37.5	40.5	41.4	45.9	37.8	41.5	42.0	46.7
Drilling	3	*3	6	--	--	42.5	--	--	--	43.6	--	--	--	43.6	--
Energy Marketing	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	5	6	9	50.6	53.8	54.7	58.4	52.4	56.4	57.4	61.6	52.4	56.8	57.6	61.8
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	9	10	12	43.1	45.2	47.2	50.9	44.5	48.6	49.8	54.0	45.7	49.1	50.7	54.0
Upgrading	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	3	3	3	--	--	44.7	--	--	--	47.3	--	--	--	59.7	--
Engineering, Procurement & Construction	4	*4	12	--	40.2	43.4	--	--	40.2	43.4	--	--	40.2	43.5	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	3	*3	7	--	--	47.2	--	--	--	50.2	--	--	--	50.3	--
Incumbent Location***															
British Columbia	6	6	9	37.7	42.8	44.7	51.3	37.7	42.8	45.7	54.4	37.9	42.8	50.0	61.8
All Alberta	75	79	120	40.8	46.0	45.8	50.8	41.8	48.3	48.4	53.7	42.8	49.8	50.6	56.0
Calgary	67	68	80	41.8	47.0	47.1	52.0	45.1	50.6	50.3	54.8	46.8	52.9	53.1	58.8
Edmonton	10	10	13	39.5	42.5	42.6	45.2	39.8	42.8	43.5	45.2	40.2	42.8	43.6	45.3
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	15	16	27	39.2	43.3	43.5	47.5	40.0	44.1	45.0	49.3	40.0	45.0	46.5	49.7
Manitoba/Saskatchewan	4	*4	5	--	38.1	39.8	--	--	38.1	40.6	--	--	38.1	40.6	--
Eastern Canada	4	*4	11	--	37.2	41.3	--	--	37.2	43.2	--	--	37.2	43.2	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	4	*4	9	--	35.5	37.6	--	--	35.5	38.4	--	--	35.5	38.4	--
Québec	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 220.368.420 Receptionist/Switchboard Operator

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	76	82	149	0.6	39.8	45.0	44.8	50.0	40.0	46.8	47.0	53.2	40.2	47.8	48.9	55.3
Under \$100 Million	7	*7	14	0.1	38.6	46.2	44.0	52.8	38.6	46.5	44.4	53.4	38.9	46.5	44.5	53.4
\$100 < \$500 Million	27	27	38	0.3	40.9	46.0	44.9	48.9	41.7	48.3	48.3	53.4	44.8	51.5	52.0	56.6
\$500 < \$1 Billion	11	13	34	0.7	36.7	40.9	43.4	48.6	36.7	40.9	44.5	50.1	36.7	40.9	45.5	50.1
\$1 < \$3 Billion	21	22	43	2.1	40.0	42.6	43.8	47.2	40.0	43.7	45.6	50.5	40.0	45.8	47.6	53.2
\$3 < \$5 Billion	4	4	6	--	--	50.6	49.3	--	--	52.4	52.5	--	--	52.9	54.9	--
\$5 Billion and Over	7	9	14	18.9	44.8	51.0	50.2	55.4	44.9	53.5	53.9	61.5	45.0	53.6	54.5	61.5
Barrel of Oil Equivalent/Day																
All	42	42	58	20,724	41.8	47.2	46.8	51.5	44.3	50.4	50.6	55.0	48.2	54.1	54.9	61.1
Under 10,000	7	*7	13	--	39.0	45.0	43.6	47.5	39.0	45.5	45.2	50.4	39.4	45.5	46.4	52.5
Under 5,000	4	*4	9	--	--	40.0	41.8	--	--	43.8	42.6	--	--	43.8	43.0	--
5,000 < 10,000	3	*3	4	--	--	--	47.7	--	--	--	50.8	--	--	--	53.9	--
10,000 < 100,000	28	28	34	20,298	44.9	47.8	47.6	52.1	48.2	51.9	51.9	56.4	50.3	56.0	58.0	61.9
10,000 < 25,000	18	18	20	14,570	44.6	49.3	48.0	52.2	48.9	53.3	52.9	56.2	51.9	56.0	58.9	61.6
25,000 < 100,000	10	10	14	45,287	45.5	47.5	47.0	52.1	45.6	50.9	50.4	56.5	49.9	55.5	56.8	64.1
100,000 and Over	7	7	11	140,803	41.2	47.2	48.4	55.3	47.8	50.5	52.9	61.9	49.8	54.3	55.4	61.9
100,000 < 300,000	5	5	6	--	44.1	47.1	47.9	52.4	48.5	50.0	52.1	56.0	51.3	53.8	55.5	61.7
300,000 and Over	2	*2	5	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	9	9	10	48	41.3	47.5	46.8	52.8	41.3	51.3	51.8	57.6	42.9	53.7	57.5	67.4
75 < 350	26	27	35	163	41.0	46.8	45.4	50.0	41.7	50.0	48.2	53.5	47.6	53.3	53.5	58.8
350 < 1,500	20	22	37	751	38.3	45.0	44.4	48.3	39.2	47.0	46.5	50.2	39.2	47.3	48.2	52.6
1,500 and Over	23	26	69	4,000	38.5	42.7	44.7	51.7	39.1	43.7	46.2	53.5	39.7	44.7	46.6	53.6

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

2015

## CA MTCS for the Energy Sector

## 220.372.221 Aviation Manager

Specialization: All Incumbents

This position is the senior aviation position in the company (or in the exploration and production division of an integrated energy company) responsible for planning, directing and controlling all aspects of the company's aviation activities. Has responsibility for aircraft maintenance and flight administration. May typically be known as Manager, Aviation, Director, Aviation; Director Flight Operations; or Chief Pilot. Reports to the Senior Executive level position.

Incumbents in the same position:										Year over Year % Increase (Mean):				2.5%
(Compensation Data Displayed in \$000s)	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig	
Actual Annual Cash Compensation														
Base Salary – Inc Weighted (All)	7	*7	14	90.6	112.6	168.1	150.3	184.2	203.3	STI	7	9	64	
Base Salary – Org Weighted (All)	7	*7	N/A	--	175.4	180.7	173.4	182.4	--	Other Guaranteed Cash	2	3	21	
STI Granted (\$ Amount) Recvg	5	5	6	--	44.8	51.9	56.4	70.7	--	Other Non-Guaranteed Cash	2	3	21	
STI Granted (% of Base) Recvg	5	5	6	--	24.9	30.0	30.3	34.4	--	LTI	6	7	50	
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	2	--	--	--	--	--	--	Overtime	1	6	43	
Total Cash Comp – Inc Weighted (All)	7	*7	14	90.6	112.6	181.5	174.6	228.6	279.1	Salary Range				
Total Cash Comp – Org Weighted (All)	7	*7	N/A	--	181.5	227.9	212.2	251.3	--	Minimum	*6	12	112.0	
Target Annual Cash Compensation														
STI Threshold (% of Base) Eligible	2	*2	3	--	--	--	--	--	--	Midpoint	*6	12	134.2	
STI Target (% of Base) Eligible	6	6	8	--	16.3	20.0	20.4	24.5	--	Maximum	*6	12	156.3	
STI Maximum (% of Base) Eligible	5	5	7	--	22.5	40.0	43.8	75.0	--	Compa-ratio	6	12	111.1	
Target Total Cash Compensation	7	*7	13	89.0	108.0	201.7	176.2	225.2	254.0	Demographics				
Estimated Total Direct Compensation														
Total Perquisite Value (\$ Amount)	1	*1	2	--	--	--	--	--	--	Graduation Year	0	0	--	
Total LTI (\$ Amount) – Recvg	5	5	5	--	21.4	45.2	51.5	84.7	--	Year of Birth	*7	14	1963	
Target Total Direct Comp (\$ Amount) – Recvg	5	5	5	--	239.0	262.0	276.3	320.8	--	Hired since 2014				
Target Total Direct Comp (\$ Amount) – All	7	*7	13	89.0	108.0	211.0	196.1	255.2	327.1	Dist. Orgs	Num Obs	% of Obs		
Total Direct Comp (\$ Amount) – Recvg	5	5	5	--	225.1	273.1	279.9	338.1	--	7	14	0		
Total Direct Comp (\$ Amount) – All	7	*7	14	90.6	112.6	184.3	193.1	275.4	338.1					
Total Other Guaranteed Cash														
Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	1	--	--	--	--	--	--					

\*More than 35% of the rates within the sample are supplied by one organization

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## CA MTCS for the Energy Sector

## Scope Analysis

## 220.372.221 Aviation Manager

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Fully Integrated	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Services and Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*2	8	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	6	6	8	170.1	179.7	184.0	196.3	199.2	224.3	226.6	264.8	205.5	261.5	258.9	299.9
Calgary	5	5	7	168.3	180.7	185.3	196.9	194.6	227.9	228.6	276.3	200.3	273.1	260.2	305.8
Edmonton	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

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## CA MTCS for the Energy Sector

## Scope Analysis

## 220.372.221 Aviation Manager

2017-2021 Aviation Manager

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	7	*7	14	10.2	112.6	168.1	150.3	184.2	112.6	181.5	174.6	228.6	112.6	184.3	193.1	275.4
Under \$100 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$3 < \$5 Billion	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	5	5	6	--	173.5	179.7	184.9	200.1	218.7	229.2	241.7	277.7	242.7	277.8	283.8	321.9
Barrel of Oil Equivalent/Day																
All	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 < 300,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--	--
1,500 and Over	6	6	8	--	170.1	179.7	184.0	196.3	199.2	224.3	226.6	264.8	205.5	261.5	258.9	299.9

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

## CA MTCS for the Energy Sector

## 220.372.340 Pilot - Passenger Aircraft

Specialization: All Incumbents

Responsible for operation of passenger aircraft. Primary duty is the transportation of passengers. Prepares flight plans and serves as captain of corporate or leased aircraft. Prepares aircraft maintenance and operations reports. Must have required license and ratings according to aviation legislation, including appropriate type of ratings for organization aircraft.

Incumbents in the same position: 29										Year over Year % Increase (Mean): 2.6%			
(Compensation Data Displayed in \$000s)	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
Actual Annual Cash Compensation										STI	6	24	75
Base Salary – Inc Weighted (All)	7	7	32	92.8	103.2	106.8	113.2	129.2	140.4	Other Guaranteed Cash	1	8	25
Base Salary – Org Weighted (All)	7	7	N/A	--	106.8	112.9	120.6	130.7	--	Other Non-Guaranteed Cash	2	18	56
STI Granted (\$ Amount) Recvg	5	*5	23	7.5	7.7	18.9	17.8	20.9	28.0	LTI	5	22	69
STI Granted (% of Base) Recvg	5	*5	23	6.3	8.0	17.7	15.3	18.9	23.5	Overtime	2	10	31
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--				
Total Cash Comp – Inc Weighted (All)	7	7	32	98.7	106.8	125.0	126.0	138.4	155.9	Salary Range			
Total Cash Comp – Org Weighted (All)	7	7	N/A	--	111.3	126.8	136.8	155.0	--	Minimum	*6	26	85.1
Target Annual Cash Compensation										Midpoint	*6	26	104.8
STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--	Maximum	*6	26	125.7
STI Target (% of Base) Eligible	5	*5	23	9.8	10.5	15.0	13.5	15.0	15.0	Compa-ratio	6	26	103.2
STI Maximum (% of Base) Eligible	4	*4	22	--	--	31.5	26.6	--	--				
Target Total Cash Compensation	7	7	31	100.1	106.8	122.4	125.1	141.4	152.3	Demographics			
Estimated Total Direct Compensation										Graduation Year	0	0	--
Total Perquisite Value (\$ Amount)	0	0	0	--	--	--	--	--	--	Year of Birth	7	32	1973
Total LTI (\$ Amount) – Recvg	5	*5	17	7.2	8.6	16.7	14.8	17.5	21.6				
Target Total Direct Comp (\$ Amount) – Recvg	5	*5	17	111.2	134.9	142.3	149.8	163.2	196.8	Dist. Orgs Num Obs % of Obs			
Target Total Direct Comp (\$ Amount) – All	7	7	31	100.4	112.0	128.0	133.2	144.6	170.8	Hired since 2014	7	30	7
Total Direct Comp (\$ Amount) – Recvg	5	*5	17	109.3	134.9	148.9	151.8	164.3	199.8				
Total Direct Comp (\$ Amount) – All	7	7	32	100.6	107.7	126.3	133.9	150.5	169.9				
Total Other Guaranteed Cash													
Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	8	--	--	--	--	--	--				

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## CA MTCS for the Energy Sector

## Scope Analysis

## 220.372.340 Pilot - Passenger Aircraft

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	2	*2	18	--	--	--	--	--	--	--	--	--	--	--	--
Fully Integrated	1	*1	10	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	1	*1	8	--	--	--	--	--	--	--	--	--	--	--	--
Services and Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*2	9	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	5	*5	28	102.2	106.8	113.8	129.8	109.1	126.3	127.8	140.7	115.7	127.3	136.5	154.9
Calgary	4	*4	20	--	107.0	114.1	--	--	126.7	130.1	--	--	134.7	137.7	--
Edmonton	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	1	*1	8	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

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2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.372.340 Pilot - Passenger Aircraft

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	7	7	32	10.2	103.2	106.8	113.2	129.2	106.8	125.0	126.0	138.4	107.7	126.3	133.9	150.5
Under \$100 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$3 < \$5 Billion	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	5	*5	23	16.0	104.2	107.0	114.6	129.9	121.2	126.8	132.4	145.7	122.6	144.1	143.3	161.3
Barrel of Oil Equivalent/Day																
All	3	*3	21	--	--	--	112.3	--	--	--	129.0	--	--	--	139.0	--
Under 10,000	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	2	*2	18	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 < 300,000	1	*1	8	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	1	*1	10	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
1,500 and Over	6	6	29	8,940	102.5	107.0	113.9	129.8	110.4	126.6	128.0	140.0	117.0	128.0	136.7	153.6

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**220.396.220 Document Control Manager****Specialization:** All Incumbents

Responsible for managing the document control department to ensure that project documentation is processed in compliance with regulations and procedures. Duties include establishing, implementing and directing documentation procedures in storing, retrieving, updating, and reproducing engineering/manufacturing documents such as drawings, parts lists, and specifications. May control released software. Ensures that master drawing files and history files are accurate, current and that effective control is maintained over drawings and other document records. Maintains special catalogues or files for special projects. Requires significant knowledge and judgement to resolve issues. Provides direction and development to staff. Typically requires a Bachelor's degree or equivalent with a minimum of ten plus years experience in documentation or other relevant field.

**Incumbents in the same position:**

17

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	19	22	30	109.0	122.0	141.6	141.7	156.8	188.9
Base Salary – Org Weighted (All)	19	22	N/A	100.5	119.5	142.7	138.2	156.8	170.4
STI Granted (\$ Amount) Recvg	16	19	27	12.7	18.8	33.6	34.8	45.0	61.1
STI Granted (% of Base) Recvg	16	19	27	12.3	14.3	23.1	23.1	27.9	37.3
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	3	3	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	19	22	30	109.6	137.3	171.2	173.8	195.2	244.7
Total Cash Comp – Org Weighted (All)	19	22	N/A	108.9	135.5	184.5	171.4	195.2	226.7

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	4	4	4	--	--	7.8	8.0	--	--
STI Target (% of Base) Eligible	16	19	27	14.6	17.5	20.0	20.2	25.0	26.0
STI Maximum (% of Base) Eligible	13	16	24	24.5	30.0	36.5	39.0	44.0	67.5
Target Total Cash Compensation	18	21	29	111.4	140.9	169.9	169.4	186.2	248.8

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	10	12	20	0.3	0.3	0.5	2.2	5.2	5.7
Total LTI (\$ Amount) – Recvg	12	14	21	9.3	14.7	34.0	50.3	70.2	148.6
Target Total Direct Comp (\$ Amount) – Recvg	11	13	20	159.0	189.5	210.9	231.4	267.8	312.6
Target Total Direct Comp (\$ Amount) – All	18	21	29	111.4	142.7	192.9	201.8	247.7	305.8
Total Direct Comp (\$ Amount) – Recvg	12	14	21	152.6	184.3	228.7	242.1	282.2	359.7
Total Direct Comp (\$ Amount) – All	19	22	30	109.6	138.5	197.7	210.6	273.9	349.0

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	7	7	7	--	4.2	6.3	15.5	21.0	--
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

2.9%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	17	28	93
Other Guaranteed Cash	9	9	30
Other Non-Guaranteed Cash	6	11	37
LTI	12	23	77
Overtime	2	2	7

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	14	25	116.8
Midpoint	15	26	146.0
Maximum	14	25	175.2
Compa-ratio	15	26	99.0

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*4	7	1984
Year of Birth	18	29	1965

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	19	30	0

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.220 Document Control Manager

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	9	11	18	138.4	142.7	148.0	157.4	160.3	184.8	184.0	196.2	179.4	230.1	230.9	278.2
Fully Integrated	3	*3	8	--	--	150.6	--	--	--	180.8	--	--	--	202.3	--
Exploration & Production	8	8	10	138.4	142.7	145.9	157.4	173.8	190.4	186.5	196.2	206.5	237.4	253.7	289.6
Services and Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	5	5	5	99.5	111.3	118.5	141.2	106.4	135.8	136.3	166.6	106.5	137.3	140.3	175.6
Public Sector (Regulatory Agencies, Government)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	15	18	24	136.6	143.2	149.7	160.9	160.1	184.8	186.1	198.6	173.2	221.3	231.5	278.4
Calgary	15	16	21	131.4	143.0	150.4	163.4	154.7	180.7	186.1	208.7	169.8	213.9	230.5	282.2
Edmonton	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	3	3	3	--	--	144.2	--	--	--	186.0	--	--	--	238.5	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.220 Document Control Manager

01/05/2020 Document Control Manager

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	18	21	29	2 6	122.7	141 6	143 3	157.5	138.0	172.9	176.1	195.4	143.5	204.5	214.0	275 3
Under \$100 Million	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	7	7	9	--	110.1	121.9	125.6	140.2	110.6	137.4	149.2	177.4	110 7	138.3	179 4	242.9
\$3 < \$5 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	6	*9	15	26 5	141.6	144 0	154.4	165 2	160.0	188.8	193 7	231.1	170 0	231.5	242.4	285.9
Barrel of Oil Equivalent/Day																
All	8	*9	17	236,600	137.5	142.1	149 7	157.9	160.2	174 1	183.8	197.2	176.3	207.2	238.7	282.2
Under 10,000	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	4	*5	10	506,700	128.8	142.8	147.1	156.1	151.6	162 5	175.3	195 7	165.4	184 3	220.7	280.0
100,000 < 300,000	1	*1	6	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	3	4	4	--	--	151 2	146 5	--	--	191.6	183.0	--	--	275 3	274.5	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	4	4	4	--	--	125 3	123 7	--	--	137.2	141.0	--	--	137.9	176.9	--
1,500 and Over	12	15	23	3,933	122.0	143.0	146 1	161.5	149.3	172.9	180.6	199 5	152 7	204 5	218.8	278.1

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

**220.396.240 Document Control Supervisor****Specialization: All Incumbents**

Supervises all documentation activities. Assigns work to personnel and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on policies and procedures, technical problems, priorities, and methods. Establishes protocols for information updates with internal and external project entities. Responsible for the set-up of all records management and documentation systems.

**Incumbents in the same position:**

48

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	38	41	70	81.3	95.4	106.4	107.9	127.0	137.0
Base Salary – Org Weighted (All)	38	41	N/A	84.4	98.7	106.2	107.9	118.0	132.6
STI Granted (\$ Amount) Recvg	34	37	62	4.6	10.5	17.1	19.2	27.6	35.1
STI Granted (% of Base) Recvg	34	37	62	4.9	10.2	15.9	16.8	23.6	26.6
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	4	*4	5	--	--	2.5	3.9	--	--
Total Cash Comp – Inc Weighted (All)	38	41	70	87.7	103.6	124.9	125.2	148.8	169.0
Total Cash Comp – Org Weighted (All)	38	41	N/A	92.5	104.3	122.5	123.9	139.6	160.6

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	10	10	17	2.8	3.2	5.0	6.0	10.0	10.6
STI Target (% of Base) Eligible	33	35	62	8.6	10.0	17.0	15.9	20.0	20.0
STI Maximum (% of Base) Eligible	25	27	53	10.5	17.1	30.0	28.8	44.0	44.0
Target Total Cash Compensation	35	37	65	90.5	105.6	123.4	125.3	153.3	164.0

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	19	19	27	0.3	0.3	0.8	1.9	3.1	5.1
Total LTI (\$ Amount) – Recvg	22	24	34	5.6	10.5	17.4	19.6	25.5	36.0
Target Total Direct Comp (\$ Amount) – Recvg	19	20	29	122.5	136.4	153.2	156.4	175.9	187.8
Target Total Direct Comp (\$ Amount) – All	35	37	65	90.5	105.6	136.1	134.8	162.5	180.5
Total Direct Comp (\$ Amount) – Recvg	22	24	34	119.2	136.8	149.2	155.0	171.5	195.5
Total Direct Comp (\$ Amount) – All	38	41	70	87.7	107.9	137.9	135.4	158.4	180.8

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	8	9	14	0.8	1.6	8.9	11.8	19.7	31.1
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

3.2%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	36	67	96
Other Guaranteed Cash	13	22	31
Other Non-Guaranteed Cash	12	29	41
LTI	25	45	64
Overtime	7	9	13

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	25	52	94.4
Midpoint	25	52	115.6
Maximum	25	52	138.9
Compa-ratio	25	52	98.1

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*9	14	1993
Year of Birth	36	67	1967

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	38	70	1

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.240 Document Control Supervisor

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	19	21	37	104.6	113.7	117.6	132.0	122.0	133.8	140.1	163.6	137.3	152.7	157.2	173.6
Fully Integrated	2	*2	9	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	18	19	28	104.3	112.8	115.8	130.4	122.0	132.8	137.5	159.7	139.1	153.3	155.8	172.9
Services and Drilling	3	*3	7	--	--	77.2	--	--	--	78.7	--	--	--	80.9	--
Services and Equipment	3	*3	7	--	--	77.2	--	--	--	78.7	--	--	--	80.9	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	6	*6	11	92.8	95.4	100.3	113.2	95.4	102.5	112.0	130.5	95.4	102.5	112.0	130.5
Public Sector (Regulatory Agencies, Government)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	5	5	7	96.7	105.4	109.7	126.9	109.7	122.2	128.2	152.0	109.7	140.2	138.0	169.2
Upgrading	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	3	*3	4	--	--	82.2	--	--	--	93.4	--	--	--	93.4	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	32	35	63	97.4	107.7	109.0	127.3	109.7	127.3	127.8	150.8	113.9	140.2	138.9	162.6
Calgary	26	28	45	98.7	106.7	108.3	126.8	114.2	127.3	127.4	147.4	121.0	143.2	140.7	158.9
Edmonton	3	*3	7	--	--	104.2	--	--	--	113.4	--	--	--	116.5	--
Fort McMurray	4	*4	8	--	123.6	121.4	--	--	150.4	143.7	--	--	158.2	154.2	--
Other Alberta	3	3	3	--	--	98.4	--	--	--	124.3	--	--	--	124.5	--
Manitoba/Saskatchewan	3	3	3	--	--	115.3	--	--	--	120.2	--	--	--	120.2	--
Eastern Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.240 Document Control Supervisor

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	32	35	59	2.1	98.5	108.8	109.8	130.1	112.5	127.3	128.6	150.8	118.3	143.2	140.4	163.0
Under \$100 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	5	*5	9	--	53.7	88.3	85.2	113.6	56.3	92.4	93.1	125.4	56.3	92.7	96.5	138.4
\$500 < \$1 Billion	4	4	4	--	--	109.0	109.3	--	--	118.2	119.9	--	--	130.2	126.0	--
\$1 < \$3 Billion	10	10	12	1.9	96.9	105.0	102.6	109.9	105.4	119.4	115.6	125.5	112.1	131.6	132.3	152.2
\$3 < \$5 Billion	3	*3	5	--	--	--	103.9	--	--	--	130.6	--	--	--	144.2	--
\$5 Billion and Over	10	13	29	14.5	107.1	126.9	121.4	135.8	123.5	144.4	145.8	168.2	136.5	153.8	158.6	175.6
Barrel of Oil Equivalent/Day																
All	20	23	39	103,000	103.6	111.1	115.8	130.5	121.9	128.5	137.6	161.7	134.6	152.4	153.8	169.5
Under 10,000	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	8	8	9	--	99.8	106.7	107.4	113.8	113.5	126.4	121.9	129.9	130.1	147.8	145.3	158.9
10,000 < 25,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	6	6	7	--	98.5	106.7	107.9	116.6	112.5	126.4	121.2	128.0	123.0	147.8	144.4	157.9
100,000 and Over	10	13	27	271,000	104.0	114.7	118.1	133.8	122.1	138.2	141.5	167.3	134.6	152.7	156.9	181.2
100,000 < 300,000	6	*6	11	188,702	98.9	105.0	108.7	124.8	118.0	125.0	125.4	141.6	118.3	137.4	137.9	152.7
300,000 and Over	4	*7	16	506,700	109.6	130.3	124.5	137.5	125.4	162.1	152.5	169.5	139.1	166.0	170.0	193.0
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	7	7	8	--	100.7	107.1	110.6	123.2	107.0	128.3	129.1	149.9	121.7	146.3	144.5	167.0
350 < 1,500	13	13	19	908	83.4	95.4	92.1	106.7	86.5	98.8	101.9	127.3	86.5	98.8	112.2	150.6
1,500 and Over	16	19	40	3,435	103.7	113.5	115.7	131.7	118.2	129.1	137.2	162.4	121.2	142.2	147.2	169.4

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated



2015

## CA MTCS for the Energy Sector

## 220.396.400 Document Control/Records Analyst IV

Specialization: All Incumbents

This position is responsible for providing technical expertise, leading, preparing and presenting recommendations for complex records/data management projects. Requires advanced technical knowledge as well as specialist knowledge of all areas of support provided by Document Control/Records Management. Usual qualifications include a university degree and 5 years' experience or a diploma/certificate with a minimum 7 years' experience, or an equivalent combination of education and experience.

Incumbents in the same position: 124										Year over Year % Increase (Mean): 2.5%			
(Compensation Data Displayed in \$000s)	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
<b>Actual Annual Cash Compensation</b>										STI	38	182	88
Base Salary – Inc Weighted (All)	43	50	207	66.3	77.6	83.8	85.5	91.4	101.9	Other Guaranteed Cash	17	58	28
Base Salary – Org Weighted (All)	43	50	N/A	75.7	82.1	86.9	88.3	94.8	101.4	Other Non-Guaranteed Cash	16	84	41
STI Granted (\$ Amount) Recvg	36	43	179	6.2	8.0	12.0	13.6	16.3	20.4	LTI	23	148	71
STI Granted (% of Base) Recvg	36	43	179	7.8	9.8	13.6	14.8	18.9	21.1	Overtime	24	94	45
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	7	7	15	0.4	0.6	2.2	1.9	2.8	4.5				
Total Cash Comp – Inc Weighted (All)	43	50	207	69.7	83.7	97.3	97.4	105.9	117.2	<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Cash Comp – Org Weighted (All)	43	50	N/A	80.2	89.0	98.9	99.1	109.4	117.3	Minimum	27	157	69.8
<b>Target Annual Cash Compensation</b>										Midpoint	27	159	87.0
STI Threshold (% of Base) Eligible	3	*3	8	--	--	--	4.7	--	--	Maximum	27	157	102.7
STI Target (% of Base) Eligible	33	39	164	10.0	10.0	13.0	13.0	15.0	15.0	Compa-ratio	27	159	97.3
STI Maximum (% of Base) Eligible	24	29	126	15.0	19.5	30.0	28.2	33.0	38.3				
Target Total Cash Compensation	38	44	189	72.5	87.4	95.7	97.1	105.2	118.4	<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
<b>Estimated Total Direct Compensation</b>										Graduation Year	11	45	2000
Total Perquisite Value (\$ Amount)	17	18	60	0.3	0.3	0.4	0.8	1.2	2.0	Year of Birth	42	205	1970
Total LTI (\$ Amount) – Recvg	21	26	89	4.7	5.2	8.2	10.6	11.0	15.0				
Target Total Direct Comp (\$ Amount) – Recvg	19	23	75	91.3	96.6	104.8	113.1	118.4	143.9	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>	
Target Total Direct Comp (\$ Amount) – All	38	44	189	72.5	90.3	97.5	101.7	110.5	126.9	Hired since 2014	41	204	9
Total Direct Comp (\$ Amount) – Recvg	21	26	89	83.5	93.4	104.5	111.4	117.8	142.6				
Total Direct Comp (\$ Amount) – All	43	50	207	72.2	86.2	98.7	102.2	111.3	126.8				
<b>Total Other Guaranteed Cash</b>													
Total Other Guaranteed Cash (\$ Amount) Recvg	14	16	50	1.2	2.2	11.0	10.9	18.7	26.4				

\*More than 35% of the rates within the sample are supplied by one organization

2015

## CA MTCS for the Energy Sector

## Scope Analysis

220.396.400 Document Control/Records Analyst IV

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	20	24	122	80.1	84.6	88.2	93.4	89.4	99.5	103.0	108.3	92.7	103.8	109.4	114.8
Fully Integrated	4	4	57	--	85.7	91.8	--	--	100.8	109.5	--	--	106.0	115.3	--
Exploration & Production	18	20	65	78.8	83.3	85.0	92.4	85.9	98.2	97.3	106.7	92.6	102.9	104.2	114.1
Services and Drilling	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	5	*5	11	77.1	84.8	82.7	85.8	83.4	91.0	90.3	98.6	84.7	91.0	90.5	98.6
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	8	*10	37	78.9	83.8	88.8	100.0	87.5	94.8	100.9	112.8	92.0	99.9	106.5	118.4
Upgrading	1	*1	4	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	4	*4	23	--	63.3	66.8	--	--	63.3	67.1	--	--	63.6	67.2	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	4	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	40	47	189	78.3	84.2	86.5	93.2	85.1	97.4	98.8	107.6	88.3	99.2	104.0	112.1
Calgary	39	43	146	79.1	84.8	87.1	93.1	85.7	96.7	99.3	107.9	88.7	99.2	105.0	114.1
Edmonton	3	*4	11	--	94.1	90.6	--	--	111.9	104.1	--	--	111.9	106.0	--
Fort McMurray	5	*6	28	73.7	82.3	80.7	86.4	78.9	97.5	93.0	102.4	86.9	98.3	96.9	105.6
Other Alberta	3	*3	4	--	--	90.1	--	--	--	105.9	--	--	--	109.5	--
Manitoba/Saskatchewan	3	*3	4	--	--	80.0	--	--	--	87.4	--	--	--	87.5	--
Eastern Canada	4	6	10	68.0	82.5	78.5	85.8	73.1	98.3	89.0	100.8	74.8	98.3	90.0	101.6
Atlantic Canada	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	*3	5	--	--	78.4	--	--	--	86.7	--	--	--	86.7	--
Québec	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.400 Document Control/Records Analyst IV

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	39	46	198	1.9	77.5	83.7	85.6	91.6	83.8	97.2	97.8	106.0	86.2	98.6	102.7	111.4
Under \$100 Million	4	4	6	--	--	87.8	88.6	--	--	94.9	93.3	--	--	95.1	93.3	--
\$100 < \$500 Million	7	7	9	--	83.4	88.0	91.9	98.4	84.3	106.0	101.8	113.8	84.9	106.0	106.6	123.6
\$500 < \$1 Billion	3	*3	4	--	--	--	84.4	--	--	--	92.2	--	--	--	93.0	--
\$1 < \$3 Billion	11	*11	41	1.9	63.6	80.0	79.9	93.2	63.6	88.4	87.3	107.0	63.6	98.1	92.8	114.1
\$3 < \$5 Billion	2	*2	6	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	12	19	132	14.5	78.7	83.6	87.1	91.0	87.7	98.0	101.6	107.0	91.9	100.4	106.9	111.9
Barrel of Oil Equivalent/Day																
All	22	26	121	74,378	80.1	84.4	85.6	90.5	89.2	99.1	98.3	105.9	92.6	100.8	103.8	111.3
Under 10,000	4	*4	9	--	--	94.7	95.2	--	--	108.5	109.4	--	--	112.3	113.8	--
Under 5,000	2	*2	7	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	10	10	18	54,726	81.6	89.2	88.2	94.0	89.3	99.8	98.3	106.5	98.1	104.4	106.4	117.1
10,000 < 25,000	3	3	3	--	--	--	87.5	--	--	--	96.3	--	--	--	102.0	--
25,000 < 100,000	7	*7	15	70,400	80.5	90.5	88.3	94.1	89.6	98.5	98.7	108.0	98.1	102.9	107.3	118.2
100,000 and Over	8	12	94	284,413	78.5	83.3	84.2	89.2	87.3	98.3	97.2	104.4	91.7	100.4	102.4	108.9
100,000 < 300,000	5	*5	39	258,000	78.5	84.2	88.5	93.5	86.3	96.8	100.6	111.0	86.6	99.5	106.2	114.0
300,000 and Over	3	7	55	534,900	78.2	82.8	81.2	86.4	87.6	98.8	94.8	103.2	92.7	100.7	99.6	108.0
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	11	11	16	167	84.8	90.0	92.1	95.4	94.6	99.2	101.2	109.6	94.9	99.2	104.9	115.3
350 < 1,500	13	13	25	766	81.4	90.5	91.5	97.2	89.6	103.3	102.3	110.3	94.9	110.0	111.9	118.7
1,500 and Over	17	24	162	3,666	75.2	83.0	84.3	89.5	81.8	96.0	96.8	105.2	85.8	98.1	101.1	109.4

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**220.396.410 Document Control/Records Analyst III****Specialization: All Incumbents**

This position is responsible for representing and acting on behalf of user groups to develop, enhance and deliver records/data management systems and tools which may include: policies, procedures, working instructions for records, data and digital information, media conversion, maintenance of computer files, automated electronic and document management systems guidelines. Monitors quality assurance for controlled documents such as version controls, document numbering, titling. Issues and distributes controlled documents as appropriate. Requires solid technical knowledge in understanding and applying records/data management principles, concepts, tools and technology. Usual qualifications include a university degree and 1 to 2 years' experience or a diploma/certificate with 3 to 5 years' experience, or an equivalent combination of education and experience.

<b>Incumbents in the same position:</b>	130									<b>Year over Year % Increase (Mean):</b>	2.8%		
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Actual Annual Cash Compensation</b>													
Base Salary – Inc Weighted (All)	52	62	236	54.5	60.5	65.1	67.1	74.2	80.0	STI	47	206	87
Base Salary – Org Weighted (All)	52	62	N/A	56.3	62.9	71.2	71.7	78.4	90.4	Other Guaranteed Cash	19	66	28
STI Granted (\$ Amount) Recvg	43	53	201	2.5	4.6	7.1	7.6	9.6	14.0	Other Non-Guaranteed Cash	14	66	28
STI Granted (% of Base) Recvg	43	53	201	4.0	6.8	10.7	10.8	13.1	18.6	LTI	31	143	61
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	4	*4	9	--	--	2.2	1.7	--	--	Overtime	18	117	50
Total Cash Comp – Inc Weighted (All)	52	62	236	55.2	65.3	71.0	73.6	84.2	90.3				
Total Cash Comp – Org Weighted (All)	52	62	N/A	62.2	68.5	76.3	78.7	87.5	103.0				
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
STI Threshold (% of Base) Eligible	7	8	17	2.3	2.5	3.0	3.7	4.3	7.2	Minimum	26	162	57.3
STI Target (% of Base) Eligible	39	48	163	8.0	10.0	10.0	11.0	15.0	15.0	Midpoint	27	164	71.6
STI Maximum (% of Base) Eligible	29	36	117	12.0	15.4	20.0	22.6	33.0	33.0	Maximum	26	162	86.0
Target Total Cash Compensation	44	53	193	55.4	67.2	74.1	75.2	84.5	89.7	Compa-ratio	27	164	93.9
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Perquisite Value (\$ Amount)	22	24	55	0.3	0.3	0.5	1.0	1.5	3.0	Graduation Year	11	56	2005
Total LTI (\$ Amount) – Recvg	25	28	105	3.1	3.7	4.5	6.0	7.5	12.5	Year of Birth	49	232	1973
Target Total Direct Comp (\$ Amount) – Recvg	21	*23	69	70.8	72.1	80.8	83.5	92.1	100.7				
Target Total Direct Comp (\$ Amount) – All	44	53	193	55.4	70.2	76.4	77.9	86.7	95.4		<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Total Direct Comp (\$ Amount) – Recvg	25	28	105	67.1	69.4	74.3	79.0	86.3	96.9	Hired since 2014	50	232	21
Total Direct Comp (\$ Amount) – All	52	62	236	55.7	68.4	74.3	76.5	86.4	94.5				
<b>Total Other Guaranteed Cash</b>													
Total Other Guaranteed Cash (\$ Amount) Recvg	14	16	50	1.3	5.7	10.2	13.0	21.7	26.2				

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.410 Document Control/Records Analyst III

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	29	33	130	62.8	67.3	68.9	74.5	67.7	74.8	77.0	87.2	71.6	79.4	81.1	88.9
Fully Integrated	4	*4	25	--	71.8	70.7	--	--	76.9	80.5	--	--	77.2	81.4	--
Exploration & Production	27	29	105	61.5	67.0	68.5	74.3	66.7	73.4	76.2	86.1	71.4	80.0	81.0	88.7
Services and Drilling	2	*2	6	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	2	*2	6	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	5	*6	10	70.4	80.8	82.3	92.7	76.1	82.2	87.6	101.1	76.1	82.2	87.7	101.2
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	7	*11	53	61.0	62.5	66.0	66.0	67.4	69.9	73.1	72.7	69.3	72.6	75.9	75.4
Upgrading	1	*1	4	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	3	*3	25	--	--	52.9	--	--	--	53.2	--	--	--	53.3	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	3	3	3	--	--	89.4	--	--	--	96.0	--	--	--	96.4	--
Incumbent Location***															
British Columbia	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	48	56	209	60.8	65.1	67.4	74.3	65.5	71.1	74.3	85.1	68.6	75.5	77.5	86.9
Calgary	43	46	143	61.3	65.3	67.5	74.2	67.7	71.2	74.4	82.8	71.4	75.9	78.4	86.5
Edmonton	4	*6	20	54.7	63.8	68.3	84.7	61.7	69.5	73.8	87.7	61.7	69.7	74.1	87.9
Fort McMurray	6	*7	38	59.8	66.5	67.6	74.3	63.6	71.7	75.6	88.2	66.9	75.1	77.7	88.2
Other Alberta	6	*6	8	45.4	65.3	61.5	74.7	47.9	72.8	68.4	83.3	47.9	72.8	69.9	88.6
Manitoba/Saskatchewan	5	6	13	61.8	66.7	70.2	77.9	68.4	72.2	74.0	80.6	68.6	72.3	74.1	80.6
Eastern Canada	5	*5	8	50.9	52.8	59.9	65.2	50.9	52.8	62.4	69.9	50.9	52.8	62.7	71.7
Atlantic Canada	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	*3	6	--	--	60.8	--	--	--	62.8	--	--	--	62.8	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 220.396.410 Document Control/Records Analyst III

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	48	58	224	1.9	60.7	65.1	67.3	74.1	65.4	71.1	74.0	84.8	68.5	74.3	77.1	86.6
Under \$100 Million	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	10	11	24	0.3	54.9	68.2	66.1	75.5	54.9	75.5	71.5	82.1	54.9	79.7	75.9	88.7
\$500 < \$1 Billion	3	*3	4	--	--	--	72.3	--	--	--	80.3	--	--	--	80.7	--
\$1 < \$3 Billion	16	17	54	1.9	55.9	65.7	65.7	73.6	56.2	71.2	70.0	81.1	56.2	74.3	73.1	83.3
\$3 < \$5 Billion	3	3	6	--	--	--	64.2	--	--	--	71.6	--	--	--	78.1	--
\$5 Billion and Over	14	22	134	13.1	61.2	64.8	67.9	74.1	66.7	70.8	75.9	86.4	68.8	73.5	78.7	87.2
Barrel of Oil Equivalent/Day																
All	30	33	129	80,253	62.7	67.0	68.6	74.4	67.6	74.4	76.4	86.4	71.4	79.0	80.4	88.4
Under 10,000	4	*5	11	--	74.0	75.6	76.2	80.0	79.0	82.5	84.1	88.5	79.0	82.8	85.8	92.1
Under 5,000	2	*2	7	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	2	*3	4	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	14	14	28	57,429	62.9	66.8	68.5	74.1	68.6	75.4	76.3	85.1	74.2	79.2	81.6	90.2
10,000 < 25,000	4	*4	6	--	--	65.7	68.9	--	--	75.5	77.7	--	--	86.4	85.0	--
25,000 < 100,000	10	10	22	70,793	64.3	67.7	68.3	74.6	68.3	75.0	75.9	85.6	72.9	76.9	80.7	91.6
100,000 and Over	12	14	90	271,000	61.9	66.2	67.8	73.6	66.2	71.5	75.5	86.4	69.0	76.6	79.3	87.2
100,000 < 300,000	8	*8	25	188,702	63.3	66.3	68.4	71.9	68.3	72.0	75.0	76.8	71.8	77.2	79.8	84.1
300,000 and Over	4	6	65	506,700	60.8	66.0	67.5	74.3	64.6	71.1	75.7	88.3	68.5	76.0	79.1	88.4
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	9	10	19	241	65.5	74.0	71.9	76.7	73.0	79.9	79.2	82.8	79.0	82.8	85.5	89.8
350 < 1,500	18	18	34	617	61.8	67.6	67.8	77.5	68.0	72.6	74.0	83.3	73.4	79.1	79.8	91.1
1,500 and Over	20	29	173	3,586	60.5	64.5	66.7	73.4	64.7	70.5	73.5	85.2	67.7	72.9	75.6	85.7

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

2015

## CA MTCS for the Energy Sector

## 220.396.420 Document Control/Records Analyst II

Specialization: All Incumbents

Limited responsibility for representing and acting on behalf of user groups for their records/data management needs. Includes maintenance and delivery of records/data management services and systems, which may include maintenance of files, archiving, and management of repositories. Utilizes standard software such as Word, Excel, database applications and electronic document and records management systems. Usual qualifications include a diploma/certificate such as Records/Information Management or Library Information Technology with 2 years' experience, or an equivalent combination of experience and education.

<b>Incumbents in the same position:</b>	150									
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	
<b>Actual Annual Cash Compensation</b>										
Base Salary – Inc Weighted (All)	49	59	221	48.5	52.1	57.0	58.8	64.8	71.0	
Base Salary – Org Weighted (All)	49	59	N/A	50.0	53.6	58.9	60.0	66.4	70.3	
STI Granted (\$ Amount) Recvg	40	48	176	1.7	2.6	5.1	5.5	7.7	9.5	
STI Granted (% of Base) Recvg	40	48	176	3.0	4.9	8.2	8.9	12.2	14.5	
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	4	*4	6	--	--	0.6	1.0	--	--	
Total Cash Comp – Inc Weighted (All)	49	59	221	48.9	54.2	61.2	63.2	69.7	79.0	
Total Cash Comp – Org Weighted (All)	49	59	N/A	50.6	59.0	64.5	65.2	71.5	78.5	
<b>Target Annual Cash Compensation</b>										
STI Threshold (% of Base) Eligible	9	*9	25	2.8	2.8	3.0	3.6	4.0	6.0	
STI Target (% of Base) Eligible	36	44	144	6.7	7.0	10.0	9.1	10.0	11.5	
STI Maximum (% of Base) Eligible	29	36	122	10.0	10.5	15.0	17.1	22.0	30.0	
Target Total Cash Compensation	41	49	175	48.6	56.8	63.8	64.4	70.4	78.7	
<b>Estimated Total Direct Compensation</b>										
Total Perquisite Value (\$ Amount)	20	21	82	0.3	0.3	0.3	0.6	0.8	1.4	
Total LTI (\$ Amount) – Recvg	21	24	80	2.3	2.8	3.8	4.8	5.6	6.5	
Target Total Direct Comp (\$ Amount) – Recvg	17	19	44	60.9	64.2	67.4	70.6	73.3	82.5	
Target Total Direct Comp (\$ Amount) – All	41	49	175	48.7	59.1	66.7	66.0	72.6	79.4	
Total Direct Comp (\$ Amount) – Recvg	21	24	80	56.3	58.6	63.2	65.7	67.2	77.6	
Total Direct Comp (\$ Amount) – All	49	59	221	49.2	57.0	64.4	65.1	71.7	81.9	
<b>Total Other Guaranteed Cash</b>										
Total Other Guaranteed Cash (\$ Amount) Recvg	14	16	54	1.2	4.9	14.5	13.6	20.4	26.5	

\*More than 35% of the rates within the sample are supplied by one organization.

<b>Year over Year % Increase (Mean):</b>	3.8%		
<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
STI	44	190	86
Other Guaranteed Cash	15	57	26
Other Non-Guaranteed Cash	15	62	28
LTI	24	98	44
Overtime	25	126	57
<b>Salary Range</b>			
Minimum	26	161	48.8
Midpoint	26	164	59.7
Maximum	26	161	70.8
Compa-ratio	26	164	95.1
<b>Demographics</b>			
Graduation Year	12	55	2006
Year of Birth	48	220	1975
<b>Hired since 2014</b>			
	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
	46	210	16

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.420 Document Control/Records Analyst II

20:00:420

Document Control Records Analyst II

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	23	27	116	52.7	57.5	59.5	64.8	56.1	61.4	64.9	70.8	59.5	65.9	67.9	74.9
Fully Integrated	4	*4	27	--	61.0	62.3	--	--	67.5	68.4	--	--	67.5	68.9	--
Exploration & Production	21	23	89	51.8	56.0	58.7	64.8	54.7	59.8	63.8	70.5	59.1	65.7	67.6	74.8
Services and Drilling	6	*7	20	42.9	49.9	51.4	52.9	45.0	51.9	52.7	55.2	45.0	51.9	52.7	55.2
Services and Equipment	5	*6	19	42.8	50.0	51.6	53.1	44.9	52.2	52.9	55.8	44.9	52.2	53.0	55.8
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	8	*8	23	63.1	63.8	64.6	65.4	65.0	68.2	69.7	70.4	65.4	68.4	70.3	70.4
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	8	11	27	54.1	56.9	61.3	72.1	60.8	63.6	67.9	79.1	62.7	66.1	70.1	79.1
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	3	*3	31	--	--	53.1	--	--	--	53.1	--	--	--	53.3	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	46	54	207	52.0	57.2	58.8	64.9	54.1	61.4	63.2	69.4	57.0	64.5	65.3	72.0
Calgary	41	44	144	52.0	56.1	57.0	62.1	53.5	61.0	61.0	68.0	55.8	64.1	63.4	69.0
Edmonton	8	*9	17	49.3	65.7	64.7	76.7	49.3	65.7	69.6	86.1	49.3	65.7	69.9	86.1
Fort McMurray	6	*7	40	51.9	60.7	62.2	68.6	54.3	68.7	67.6	76.8	57.5	69.1	69.8	77.5
Other Alberta	5	5	6	55.1	65.3	63.0	69.0	63.3	69.3	68.1	73.9	63.9	69.6	68.6	73.9
Manitoba/Saskatchewan	3	*3	4	--	--	60.3	--	--	--	65.7	--	--	--	65.8	--
Eastern Canada	6	6	8	53.5	59.0	59.0	64.8	56.8	62.2	63.3	69.9	57.0	62.3	63.4	69.9
Atlantic Canada	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	4	*4	5	--	64.3	60.1	--	--	65.0	64.5	--	--	65.0	64.5	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent



## 220.396.420 Document Control/Records Analyst II

20:55:42 Document Control Records Analyst II

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	48	58	200	1.9	52.7	58.0	59.6	65.5	55.7	62.7	64.5	70.5	59.1	66.0	66.6	73.4
Under \$100 Million	3	*4	9	--	--	65.7	63.5	--	--	67.8	64.4	--	--	68.9	66.4	--
\$100 < \$500 Million	5	*5	14	0.2	41.9	49.9	48.8	53.8	43.9	52.3	51.8	56.7	43.9	52.3	52.7	58.2
\$500 < \$1 Billion	5	*5	16	0.7	59.9	63.1	62.5	67.5	62.7	68.2	67.8	73.7	63.7	69.8	68.6	74.9
\$1 < \$3 Billion	21	22	49	1.9	52.5	56.2	57.3	61.8	56.5	61.6	61.7	68.2	60.6	66.4	64.8	69.1
\$3 < \$5 Billion	3	*3	10	--	--	--	58.5	--	--	--	65.6	--	--	--	70.0	--
\$5 Billion and Over	11	19	102	18.9	53.0	58.7	61.6	67.5	55.9	64.0	67.0	75.6	59.3	64.8	68.8	76.0
Barrel of Oil Equivalent/Day																
All	24	28	112	100,365	52.7	57.1	59.0	62.7	55.1	60.5	64.0	69.9	59.3	64.9	67.1	73.5
Under 10,000	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	11	11	19	73,000	51.1	55.5	55.2	59.0	56.3	59.2	60.7	67.8	61.3	66.0	66.6	70.9
10,000 < 25,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	9	9	17	73,288	51.1	55.3	54.8	58.3	56.2	59.0	60.3	65.3	61.3	66.0	65.5	69.1
100,000 and Over	11	15	89	236,600	52.7	57.4	59.5	63.7	54.9	60.5	64.2	70.3	59.0	63.6	66.9	73.4
100,000 < 300,000	9	9	42	140,803	56.3	58.7	62.2	64.8	60.4	63.4	67.7	70.6	60.7	66.6	70.6	74.7
300,000 and Over	2	*6	47	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	6	*6	11	266	55.8	60.5	62.1	71.4	59.0	68.9	66.0	71.4	65.3	68.9	68.6	74.0
350 < 1,500	19	19	56	716	51.2	56.0	56.5	61.4	55.7	62.0	61.7	68.1	60.4	65.9	65.0	69.9
1,500 and Over	21	30	129	4,200	52.7	59.2	60.9	67.0	54.9	64.2	65.8	73.7	58.9	65.1	67.3	74.6

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

**220.396.430 Document Control/Records Analyst I****Specialization: All Incumbents**

Learns about the maintenance and delivery of records and data management services and systems. Performs basic records and data management functions using a wide range of technologies and tools. Incumbents in this position are developing an understanding of the relationship between records management and user needs. Usual qualifications include a diploma/certificate supplemented with minimal related experience or an equivalent of education and experience.

<b>Incumbents in the same position:</b>	54									<b>Year over Year % Increase (Mean):</b>			3.0%
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Actual Annual Cash Compensation</b>													
Base Salary – Inc Weighted (All)	25	26	79	39.3	41.8	49.6	49.0	55.6	59.3	STI	20	66	84
Base Salary – Org Weighted (All)	25	26	N/A	40.5	45.7	50.1	50.9	56.7	63.3	Other Guaranteed Cash	7	23	29
STI Granted (\$ Amount) Recvg	20	20	60	1.3	2.4	3.9	4.4	5.8	7.6	Other Non-Guaranteed Cash	8	14	18
STI Granted (% of Base) Recvg	20	20	60	3.4	5.0	8.1	9.1	11.9	17.7	LTI	10	43	54
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	*2	5	--	--	--	--	--	--	Overtime	13	33	42
Total Cash Comp – Inc Weighted (All)	25	26	79	41.3	46.3	52.2	52.4	59.1	63.4				
Total Cash Comp – Org Weighted (All)	25	26	N/A	43.0	47.2	53.3	53.8	59.9	68.1				
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
STI Threshold (% of Base) Eligible	5	5	6	--	1.2	3.5	3.9	5.5	--	Minimum	17	55	42.4
STI Target (% of Base) Eligible	18	19	53	5.0	6.0	10.0	8.5	10.0	10.0	Midpoint	17	55	51.9
STI Maximum (% of Base) Eligible	15	16	38	9.0	10.0	10.8	14.0	20.0	20.0	Maximum	17	55	58.3
Target Total Cash Compensation	23	24	66	43.2	48.0	54.7	54.1	58.4	64.8	Compa-ratio	17	55	99.9
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Perquisite Value (\$ Amount)	15	15	40	0.3	0.5	0.5	0.9	0.8	3.0	Graduation Year	9	22	2010
Total LTI (\$ Amount) – Recvg	9	9	40	0.9	1.4	3.4	5.8	8.4	14.3	Year of Birth	25	78	1976
Target Total Direct Comp (\$ Amount) – Recvg	7	*7	29	52.1	55.6	58.5	60.3	64.2	68.7				
Target Total Direct Comp (\$ Amount) – All	23	24	66	51.0	53.1	57.3	57.8	62.8	68.3				
Total Direct Comp (\$ Amount) – Recvg	9	9	40	44.3	50.2	56.9	57.1	63.3	69.9				
Total Direct Comp (\$ Amount) – All	25	26	79	43.8	51.0	56.4	55.8	61.6	68.5				
<b>Total Other Guaranteed Cash</b>											<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Total Other Guaranteed Cash (\$ Amount) Recvg	7	*7	19	1.2	1.2	1.2	2.2	2.5	8.0	Hired since 2014	24	77	18

\*More than 35% of the rates within the sample are supplied by one organization

## 220.396.430 Document Control/Records Analyst I

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	11	11	46	41.0	44.9	46.7	52.0	43.2	49.6	51.0	57.4	50.1	56.4	56.5	63.2
Fully Integrated	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	10	10	43	41.0	43.3	46.4	52.0	43.2	49.1	50.9	59.3	49.6	56.9	56.8	63.4
Services and Drilling	3	*3	7	--	--	50.3	--	--	--	51.1	--	--	--	51.9	--
Services and Equipment	3	*3	7	--	--	50.3	--	--	--	51.1	--	--	--	51.9	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	6	*6	15	53.3	55.6	55.1	55.6	55.6	59.1	57.9	59.1	55.6	59.1	58.0	59.1
Public Sector (Regulatory Agencies, Government)	1	*1	5	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	3	*3	4	--	--	53.3	--	--	--	57.4	--	--	--	58.5	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	20	20	60	41.1	47.5	48.1	53.5	44.3	51.3	52.0	57.4	51.1	56.1	56.3	63.1
Calgary	17	17	54	41.1	46.7	46.9	51.2	43.7	50.8	50.9	55.8	49.8	54.6	55.6	62.3
Edmonton	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	5	*5	14	51.7	55.6	54.3	55.6	54.5	59.0	56.7	59.1	54.5	59.0	56.7	59.1
Atlantic Canada	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	*3	11	--	--	53.7	--	--	--	56.8	--	--	--	56.9	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 220.396.430 Document Control/Records Analyst I

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	23	24	77	2.1	41.6	49.6	49.1	55.6	46.3	52.2	52.6	59.1	51.3	56.8	56.0	61.8
Under \$100 Million	3	*3	7	--	--	--	49.0	--	--	--	50.8	--	--	--	50.9	--
\$100 < \$500 Million	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	4	*4	5	--	--	55.3	55.5	--	--	55.5	57.9	--	--	63.1	60.5	--
\$1 < \$3 Billion	6	6	12	2.0	44.7	48.9	49.2	53.6	49.1	52.2	51.7	55.2	52.4	55.1	54.2	56.9
\$3 < \$5 Billion	3	*3	15	--	--	--	42.9	--	--	--	49.3	--	--	--	61.5	--
\$5 Billion and Over	6	7	36	14.1	44.1	53.0	51.5	55.8	46.5	57.8	54.7	61.4	47.8	58.5	55.8	62.7
Barrel of Oil Equivalent/Day																
All	12	12	48	140,803	40.3	43.3	46.2	51.9	43.2	49.2	50.4	56.4	47.8	55.7	55.7	63.1
Under 10,000	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	5	*5	8	--	41.5	47.3	45.3	47.9	43.3	50.5	48.9	52.7	46.9	55.4	53.4	57.4
10,000 < 25,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	4	*4	7	--	--	47.5	46.0	--	--	52.2	50.1	--	--	56.9	55.0	--
100,000 and Over	6	6	38	271,000	40.7	43.3	47.0	54.2	43.2	49.6	51.4	60.2	50.1	56.6	57.2	63.8
100,000 < 300,000	4	*4	19	--	--	43.3	45.8	--	--	49.9	51.6	--	--	62.0	61.6	--
300,000 and Over	2	*2	19	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	5	5	6	--	41.0	44.3	44.3	47.5	41.8	47.1	46.9	50.5	44.6	49.4	50.5	56.2
350 < 1,500	7	*7	26	908	40.5	47.4	46.4	49.8	45.4	51.3	51.1	55.6	52.1	57.4	58.7	63.4
1,500 and Over	12	13	46	3,447	43.7	52.6	51.1	55.9	46.8	55.8	54.0	59.5	49.0	56.1	55.0	60.9

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.000.120 Chief Information Officer - Corporate****Specialization: All Incumbents**

Identifies changes and trends in computer and systems technology and interprets their meaning to senior management. Participates in overall business planning, bringing a current knowledge and future vision of technology and systems as related to the organization's competitive position. Determines long-term organization-wide information needs and develops overall strategy for information needs, systems development and hardware acquisition, and integration including mainframe, mini, macro, and client/server computing applications. Acts to ensure integrity of organization-wide data, proprietary information, and related intellectual property through information security and access management. Acts as highest interface with non-technical user functions in determining overall information systems approach. Frequently reports to a Chief Executive Officer or a Top Administrative Executive. Note: Reporting entity is Corporate. This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

<b>Incumbents in the same position:</b>	15								
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>
<b>Actual Annual Cash Compensation</b>									
Base Salary – Inc Weighted (All)	25	25	26	198.6	208.3	232.9	245.0	287.3	343.0
Base Salary – Org Weighted (All)	25	25	N/A	198.1	210.5	235.0	246.2	288.1	344.0
STI Granted (\$ Amount) Recvg	21	21	22	35.9	66.1	103.0	111.7	152.1	200.0
STI Granted (% of Base) Recvg	21	21	22	14.1	28.2	39.5	43.9	56.3	78.9
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	25	25	26	204.7	258.5	321.5	340.1	402.5	512.8
Total Cash Comp – Org Weighted (All)	25	25	N/A	204.3	257.8	322.9	341.9	405.0	514.5
<b>Target Annual Cash Compensation</b>									
STI Threshold (% of Base) Eligible	3	*3	4	--	--	--	12.8	--	--
STI Target (% of Base) Eligible	18	18	19	15.0	25.0	35.0	36.7	40.0	50.0
STI Maximum (% of Base) Eligible	15	15	16	19.8	45.0	51.0	55.9	75.0	103.0
Target Total Cash Compensation	20	20	21	239.7	280.0	320.5	337.3	427.5	490.7
<b>Estimated Total Direct Compensation</b>									
Total Perquisite Value (\$ Amount)	18	18	19	3.6	6.9	10.0	13.2	20.5	24.3
Total LTI (\$ Amount) – Recvg	15	15	16	30.9	76.3	191.6	244.2	387.0	548.7
Target Total Direct Comp (\$ Amount) – Recvg	12	12	13	309.4	366.9	519.4	617.3	868.0	1,106.7
Target Total Direct Comp (\$ Amount) – All	20	20	21	264.5	329.9	373.2	501.5	742.9	938.9
Total Direct Comp (\$ Amount) – Recvg	15	15	16	298.7	377.0	622.9	630.4	819.9	1,071.5
Total Direct Comp (\$ Amount) – All	25	25	26	237.5	315.3	378.3	500.0	729.7	974.3
<b>Total Other Guaranteed Cash</b>									
Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	1	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

<b>Year over Year % Increase (Mean):</b>				1.3%
<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>	
STI	23	24	92	
Other Guaranteed Cash	4	5	19	
Other Non-Guaranteed Cash	4	4	15	
LTI	16	17	65	
Overtime	1	1	4	
<b>Salary Range</b>				<b>Median</b>
Minimum	13	13	200.0	
Midpoint	13	13	242.2	
Maximum	13	13	290.6	
Compa-ratio	13	13	99.2	
<b>Demographics</b>				<b>Median</b>
Graduation Year	5	5	1996	
Year of Birth	24	25	1962	
				<b>% of Obs</b>
Hired since 2014	25	26	8	

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## CA MTCS for the Energy Sector

## Scope Analysis

310.000.120 Chief Information Officer - Corporate

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	7	7	7	220.0	289.8	279.9	325.0	367.8	410.0	419.7	507.5	712.5	760.3	784.6	994.6
Fully Integrated	4	4	4	--	325.0	302.3	--	--	505.3	447.1	--	--	853.5	802.7	--
Exploration & Production	3	3	3	--	--	249.9	--	--	--	383.3	--	--	--	760.4	--
Services and Drilling	6	6	6	175.4	203.0	192.9	220.0	179.9	277.5	264.3	342.2	253.8	325.7	317.8	420.0
Services and Equipment	5	5	5	150.8	200.0	184.5	210.5	153.8	320.0	270.1	361.5	203.0	322.9	294.6	371.9
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	8	8	9	215.4	230.7	234.4	245.6	271.1	304.3	298.1	332.8	287.6	354.7	332.4	378.3
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	17	17	18	208.3	230.9	245.2	298.6	299.6	334.9	356.1	433.3	327.0	385.1	545.4	770.5
Calgary	16	16	17	207.5	221.7	245.4	307.4	295.0	346.8	358.9	456.6	325.7	389.3	555.1	780.8
Edmonton	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	3	3	3	--	--	252.4	--	--	--	304.4	--	--	--	369.5	--
Eastern Canada	3	3	3	--	--	208.6	--	--	--	269.8	--	--	--	271.8	--
Atlantic Canada	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	3	3	--	--	208.6	--	--	--	269.8	--	--	--	271.8	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

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## CA MTCS for the Energy Sector

## Scope Analysis

## 310.000.120 Chief Information Officer - Corporate

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	25	25	26	2.2	208.3	232.9	245.0	287.3	258.5	321.5	340.1	402.5	315.3	378.3	500.0	729.7
Under \$100 Million	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	3	3	3	--	--	--	202.0	--	--	--	308.7	--	--	--	349.5	--
\$500 < \$1 Billion	4	4	4	--	--	217.6	194.4	--	--	278.5	242.1	--	--	303.2	272.2	--
\$1 < \$3 Billion	8	8	8	--	222.7	237.5	239.7	247.7	257.1	328.4	317.0	365.7	293.5	394.2	462.9	673.0
\$3 < \$5 Billion	3	*3	4	--	--	--	215.3	--	--	--	286.7	--	--	--	331.9	--
\$5 Billion and Over	6	6	6	--	316.2	332.5	332.3	353.5	448.1	505.3	490.4	534.8	748.3	895.8	918.3	1,058.7
Barrel of Oil Equivalent/Day																
All	7	7	7	--	220.0	289.8	280.6	325.0	367.8	410.0	429.3	507.5	712.5	760.3	795.4	994.6
Under 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	6	6	6	--	235.0	307.4	294.0	334.8	370.9	456.6	447.6	511.9	717.8	780.8	873.2	1,058.7
100,000 < 300,000	4	4	4	--	--	282.5	287.3	--	--	456.6	448.2	--	--	760.4	807.0	--
300,000 and Over	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	9	9	9	--	207.6	230.7	216.4	240.5	254.6	309.9	301.0	363.5	254.6	354.7	398.0	550.2
1,500 and Over	15	15	16	3,505	210.5	237.5	264.0	325.0	265.9	321.5	358.4	496.1	319.9	411.5	562.7	809.6

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.010.120 Chief Information Officer - Subsidiary/Group/Division****Specialization: All Incumbents**

Identifies changes and trends in computer and systems technology and interprets their meaning to senior management. Participates in overall business planning, bringing a current knowledge and future vision of technology and systems as related to the organization's competitive position. Determines long-term organization-wide information needs and develops overall strategy for information needs, systems development and hardware acquisition, and integration including mainframe, mini, macro, and client/server computing applications. Acts to ensure integrity of organization-wide data, proprietary information, and related intellectual property through information security and access management. Acts as highest interface with non-technical user functions in determining overall information systems approach. Frequently reports to a Chief Executive Officer or a Top Administrative Executive. Note: Reporting entity is either Subsidiary or Group. This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

Incumbents in the same position:				6						Year over Year % Increase (Mean):				1.5%								
(Compensation Data Displayed in \$000s)										Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
Actual Annual Cash Compensation																						
Base Salary – Inc Weighted (All)										9	9	9	--	212.0	240.3	262.0	329.8	--	STI	9	9	100
Base Salary – Org Weighted (All)										9	9	N/A	--	212.0	240.3	262.0	329.8	--	Other Guaranteed Cash	2	2	22
STI Granted (\$ Amount) Recvg										8	8	8	--	77.3	139.6	136.4	172.2	--	Other Non-Guaranteed Cash	4	4	44
STI Granted (% of Base) Recvg										8	8	8	--	35.9	47.6	47.1	57.7	--	LTI	9	9	100
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg										0	0	0	--	--	--	--	--	--	Overtime	0	0	0
Total Cash Comp – Inc Weighted (All)										9	9	9	--	247.6	380.0	383.2	496.8	--				
Total Cash Comp – Org Weighted (All)										9	9	N/A	--	247.6	380.0	383.2	496.8	--				
Target Annual Cash Compensation																						
STI Threshold (% of Base) Eligible										1	*1	1	--	--	--	--	--	--				
STI Target (% of Base) Eligible										9	9	9	--	32.5	35.0	35.9	42.8	--				
STI Maximum (% of Base) Eligible										8	8	8	--	56.9	70.0	80.4	108.8	--				
Target Total Cash Compensation										9	9	9	--	280.8	330.0	361.1	445.2	--				
Estimated Total Direct Compensation																						
Total Perquisite Value (\$ Amount)										7	7	7	--	13.5	25.3	23.8	32.2	--				
Total LTI (\$ Amount) – Recvg										8	8	8	--	58.2	173.0	180.9	281.9	--				
Target Total Direct Comp (\$ Amount) – Recvg										8	8	8	--	393.8	551.4	588.6	729.1	--				
Target Total Direct Comp (\$ Amount) – All										9	9	9	--	360.1	529.7	540.4	701.3	--				
Total Direct Comp (\$ Amount) – Recvg										8	8	8	--	386.4	595.0	613.7	779.5	--				
Total Direct Comp (\$ Amount) – All										9	9	9	--	326.9	566.9	562.5	736.1	--				
Total Other Guaranteed Cash																						
Total Other Guaranteed Cash (\$ Amount) Recvg										1	*1	1	--	--	--	--	--	--				

\*More than 35% of the rates within the sample are supplied by one organization.



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## CA MTCS for the Energy Sector

## Scope Analysis

## 310.010.120 Chief Information Officer - Subsidiary/Group/Division

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	4	4	4	--	329.8	320.1	--	--	496.8	499.8	--	--	694.9	745.8	--
Fully Integrated	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Exploration & Production	3	3	3	--	--	300.0	--	--	--	443.3	--	--	--	625.7	--
Services and Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Services and Equipment	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	7	7	7	218.0	240.3	277.8	341.7	277.1	380.0	410.6	498.6	352.7	566.9	608.6	822.9
Calgary	6	6	6	231.5	279.1	287.7	351.5	321.4	437.5	442.7	541.3	453.6	595.0	659.9	893.7
Edmonton	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.010.120 Chief Information Officer - Subsidiary/Group/Division

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	9	9	9	--	212.0	240.3	262.0	329.8	247.6	380.0	383.2	496.8	326.9	566.9	562.5	736.1
Under \$100 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$500 < \$1 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$1 < \$3 Billion	3	3	3	--	--	--	222.2	--	--	--	288.7	--	--	--	425.7	--
\$3 < \$5 Billion	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	5	5	5	--	240.2	282.6	297.1	361.2	358.1	421.7	461.1	583.9	527.1	623.0	686.6	877.8
Barrel of Oil Equivalent/Day																
All	3	3	3	--	--	--	300.0	--	--	--	443.3	--	--	--	625.7	--
Under 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 25,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
25,000 < 100,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 and Over	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
100,000 < 300,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
300,000 and Over	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
350 < 1,500	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
1,500 and Over	8	8	8	--	223.5	261.5	269.0	335.8	247.5	400.9	396.5	497.7	347.7	595.0	588.7	779.5

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

## 310.100.220 Information Systems Operations Manager

**Specialization: All Incumbents**

Responsible for all information systems operations activities, including computer operations, data entry, data control, operations support, and operating systems programming. Controls revenues and expenses within department and responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards and budget constraints. Makes decisions on personnel actions (hiring, terminations, promotions, etc.). Assigns personnel to projects and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding information systems operations. Frequently reports to an Information Systems Executive or Information Systems Operations Director.

**Incumbents in the same position:**

158

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	79	85	242	114.2	135.8	154.3	154.0	173.6	192.2
Base Salary – Org Weighted (All)	79	85	N/A	120.2	137.0	157.7	157.2	177.7	197.2
STI Granted (\$ Amount) Recvg	64	70	208	17.8	26.3	36.3	39.3	49.1	67.3
STI Granted (% of Base) Recvg	64	70	208	11.6	19.2	23.9	24.6	30.1	35.5
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	12	13	18	0.2	0.5	2.4	6.2	10.6	21.5
Total Cash Comp – Inc Weighted (All)	79	85	242	132.6	159.8	182.9	188.2	216.1	250.2
Total Cash Comp – Org Weighted (All)	79	85	N/A	137.2	160.1	186.7	190.1	218.0	254.2

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	17	18	53	5.0	7.5	7.5	9.1	10.0	11.8
STI Target (% of Base) Eligible	57	63	206	15.0	20.0	20.0	20.9	25.0	27.2
STI Maximum (% of Base) Eligible	42	48	182	30.0	30.0	40.0	41.1	50.0	56.8
Target Total Cash Compensation	64	70	217	137.0	158.9	183.6	187.1	214.4	241.4

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	46	49	143	1.0	2.7	4.6	4.9	6.3	8.3
Total LTI (\$ Amount) – Recvg	51	55	162	16.7	24.0	36.2	49.8	64.2	99.3
Target Total Direct Comp (\$ Amount) – Recvg	43	47	147	188.7	205.2	237.2	253.3	293.6	363.5
Target Total Direct Comp (\$ Amount) – All	64	70	217	141.0	168.2	211.0	223.2	259.8	336.1
Total Direct Comp (\$ Amount) – Recvg	51	55	162	181.3	200.8	239.7	255.8	299.4	372.3
Total Direct Comp (\$ Amount) – All	79	85	242	137.1	167.3	209.5	224.4	266.6	338.0

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	10	10	16	0.6	1.6	5.7	9.1	9.0	27.9
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\*More than 35% of the rates within the sample are supplied by one organization.

**Year over Year % Increase (Mean):**

2.9%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	73	231	95
Other Guaranteed Cash	21	36	15
Other Non-Guaranteed Cash	18	41	17
LTI	58	183	76
Overtime	4	5	2

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	38	169	122.5
Midpoint	38	169	150.0
Maximum	38	169	184.6
Compa-ratio	38	169	99.7

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	21	33	1990
Year of Birth	73	233	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	75	238	11

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.220 Information Systems Operations Manager

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	36	37	67	167.9	178.9	181.5	196.6	197.9	231.7	229.1	255.0	241.7	305.6	304.9	358.2
Fully Integrated	4	4	16	--	182.2	188.2	--	--	245.0	248.7	--	--	381.9	345.6	--
Exploration & Production	33	33	51	165.0	178.5	179.4	190.0	191.0	226.5	222.9	251.0	236.4	298.7	292.2	339.8
Services and Drilling	13	13	34	107.5	124.0	124.2	141.5	116.5	138.6	144.9	165.2	124.1	149.1	158.5	192.5
Services and Equipment	9	9	21	101.5	109.8	121.9	144.3	109.8	124.0	142.1	168.2	116.6	137.0	150.7	186.0
Drilling	4	*4	13	--	127.0	127.9	--	--	147.5	149.3	--	--	173.5	171.2	--
Energy Marketing	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	12	12	56	121.8	139.5	134.7	145.0	148.3	168.5	162.8	178.9	153.0	173.2	172.5	196.8
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	10	*11	62	144.8	158.8	159.0	170.0	167.8	194.2	193.3	211.3	198.2	231.8	230.8	261.7
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	3	*3	7	--	--	139.9	--	--	--	167.1	--	--	--	179.4	--
Engineering, Procurement & Construction	3	*3	7	--	--	169.7	--	--	--	224.6	--	--	--	247.6	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	3	*3	5	--	--	158.8	--	--	--	177.4	--	--	--	197.9	--
Incumbent Location***															
British Columbia	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	68	72	196	141.9	158.8	159.1	178.6	164.0	192.4	196.0	227.2	188.4	224.8	238.0	281.9
Calgary	62	65	163	141.8	160.8	160.7	179.0	163.7	194.4	197.8	232.3	187.9	229.4	242.6	294.4
Edmonton	4	*5	28	139.3	150.6	150.3	158.5	167.0	190.3	188.5	209.7	194.9	213.8	217.6	242.8
Fort McMurray	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	4	4	4	--	147.5	145.9	--	--	167.8	156.0	--	--	167.8	160.3	--
Manitoba/Saskatchewan	5	5	7	124.0	126.0	142.1	165.1	124.0	144.1	147.1	172.8	124.3	144.1	149.1	172.8
Eastern Canada	7	*7	34	116.3	127.5	128.9	142.8	139.5	153.9	156.7	177.7	143.4	163.8	171.1	197.4
Atlantic Canada	3	*3	7	--	--	112.8	--	--	--	123.2	--	--	--	123.2	--
Ontario	4	*4	27	--	133.0	133.1	--	--	162.8	165.3	--	--	174.6	183.5	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated.

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 310.100.220 Information Systems Operations Manager

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	72	78	233	1.2	137.5	155.7	154.8	175.7	160.5	186.5	189.9	218.3	172.0	212.9	227.5	268.7
Under \$100 Million	6	6	8	--	127.2	150.0	142.3	157.0	141.2	156.9	160.3	195.4	141.2	156.9	162.9	200.7
\$100 < \$500 Million	17	17	19	0.2	144.6	160.0	162.6	178.9	173.0	197.0	198.9	231.7	196.0	223.4	232.5	278.1
\$500 < \$1 Billion	9	9	10	0.9	147.1	165.1	164.0	182.7	164.0	195.0	194.7	226.5	195.8	237.5	241.9	279.5
\$1 < \$3 Billion	25	27	88	2.0	121.4	140.0	141.6	163.4	140.7	166.6	171.1	192.8	146.0	174.2	196.8	219.9
\$3 < \$5 Billion	2	*2	9	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	13	17	99	16.0	147.2	164.8	166.3	179.8	176.5	201.1	208.9	234.6	209.3	244.2	261.8	294.4
Barrel of Oil Equivalent/Day																
All	36	37	83	72,237	159.9	176.8	174.5	191.0	187.7	216.3	216.5	243.7	226.1	273.1	283.7	333.8
Under 10,000	5	*5	25	--	143.0	159.1	160.9	178.8	170.6	197.0	195.4	221.3	212.2	229.4	236.9	263.9
Under 5,000	2	*2	21	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	3	*3	4	--	--	--	169.6	--	--	--	211.4	--	--	--	265.1	--
10,000 < 100,000	19	19	28	41,000	161.1	178.8	177.5	196.1	184.6	215.2	217.1	247.2	225.8	290.9	282.7	329.0
10,000 < 25,000	7	7	7	--	136.0	159.9	161.2	178.9	161.4	200.0	196.6	208.2	216.6	259.3	251.7	298.7
25,000 < 100,000	12	12	21	70,793	168.0	182.0	182.9	200.1	190.3	226.5	223.9	250.4	229.3	305.6	293.1	356.3
100,000 and Over	12	13	30	260,300	172.0	178.5	183.0	195.6	205.8	234.0	233.4	263.1	268.5	324.8	323.6	386.0
100,000 < 300,000	8	8	15	118,298	165.7	176.8	179.9	197.5	208.1	233.9	232.9	262.3	245.4	305.6	308.5	386.8
300,000 and Over	4	5	15	506,700	173.0	180.0	186.0	190.0	203.6	234.1	233.9	265.5	268.6	339.8	338.6	385.7
Total Employment																
Less than 75	5	5	5	--	104.8	135.0	131.7	156.9	117.0	153.4	151.2	184.3	117.0	153.4	161.4	209.9
75 < 350	18	18	19	211	150.0	162.4	166.8	184.4	162.6	198.0	202.4	234.8	208.4	241.5	251.5	298.7
350 < 1,500	23	23	40	716	137.3	160.5	156.4	173.6	159.0	178.0	184.3	215.6	159.0	202.3	220.4	281.6
1,500 and Over	28	33	170	3,367	135.2	151.9	153.2	173.2	160.0	186.7	190.1	219.3	173.7	210.7	227.0	262.0

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.220 Information Systems Operations Manager****Specialization: Enterprise Resource Planning**

Responsible for all information systems operations activities, including computer operations, data entry, data control, operations support, and operating systems programming. Controls revenues and expenses within department and responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards and budget constraints. Makes decisions on personnel actions (hiring, terminations, promotions, etc.). Assigns personnel to projects and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding information systems operations. Frequently reports to an Information Systems Executive or Information Systems Operations Director

**Incumbents in the same position:**

23

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	11	12	24	109.7	142.9	154.0	151.8	172.8	183.8
Base Salary – Org Weighted (All)	11	12	N/A	109.7	125.7	151.4	151.8	180.8	184.5
STI Granted (\$ Amount) Recvg	9	10	21	12.0	19.8	30.2	35.4	51.0	63.0
STI Granted (% of Base) Recvg	9	10	21	9.8	12.2	19.8	22.4	32.4	35.4
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	11	12	24	117.3	160.5	190.1	182.8	205.8	246.2
Total Cash Comp – Org Weighted (All)	11	12	N/A	114.0	137.2	187.3	182.2	232.0	251.8

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	4	*4	10	--	--	7.5	8.9	--	--
STI Target (% of Base) Eligible	9	*10	18	9.7	14.4	15.0	17.1	20.0	30.0
STI Maximum (% of Base) Eligible	7	*8	15	14.8	30.0	30.0	33.2	40.0	54.0
Target Total Cash Compensation	9	*10	18	129.8	154.5	166.5	175.3	194.1	239.7

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	7	*7	18	0.4	4.0	4.0	5.2	7.1	8.5
Total LTI (\$ Amount) – Recvg	7	*7	12	3.6	22.2	56.0	56.6	78.2	125.0
Target Total Direct Comp (\$ Amount) – Recvg	6	6	7	--	194.0	251.9	244.4	295.0	--
Target Total Direct Comp (\$ Amount) – All	9	*10	18	130.1	157.9	170.5	194.6	216.9	301.7
Total Direct Comp (\$ Amount) – Recvg	7	*7	12	136.0	212.7	265.2	260.6	308.7	358.1
Total Direct Comp (\$ Amount) – All	11	12	24	119.0	161.5	200.2	215.0	266.7	325.1

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--
---	---	---	---	----	----	----	----	----	----

**Year over Year % Increase (Mean):**

3.2%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	11	24	100
Other Guaranteed Cash	0	0	0
Other Non-Guaranteed Cash	3	3	13
LTI	9	14	58
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	7	20	118.1
Midpoint	7	20	144.7
Maximum	7	20	173.6
Compa-ratio	7	20	99.5

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*4	7	1989
Year of Birth	10	23	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	10	23	4

\*More than 35% of the rates within the sample are supplied by one organization

**310.100.320 Technical Services Analyst E****Specialization:** All Incumbents

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.). Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives.

Provides input to policy level direction regarding standards, budgetary constraints, etc.

**Incumbents in the same position:**

94

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	54	58	181	123.3	134.0	145.5	144.3	156.2	166.1
Base Salary – Org Weighted (All)	54	58	N/A	111.6	128.4	141.3	139.3	151.0	162.5
STI Granted (\$ Amount) Recvg	46	49	162	13.8	24.6	31.8	32.0	39.3	46.3
STI Granted (% of Base) Recvg	46	49	162	11.3	17.2	21.3	21.6	25.4	30.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	5	*5	16	1.0	2.8	2.8	2.6	2.8	3.6
Total Cash Comp – Inc Weighted (All)	54	58	181	134.2	153.1	176.6	173.1	194.0	208.0
Total Cash Comp – Org Weighted (All)	54	58	N/A	120.3	143.2	161.2	163.2	186.5	197.9

**Target Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
STI Threshold (% of Base) Eligible	8	8	14	4.0	4.0	7.3	8.9	13.0	18.0
STI Target (% of Base) Eligible	43	47	164	15.0	15.0	20.0	18.6	20.0	24.0
STI Maximum (% of Base) Eligible	32	36	142	25.0	30.0	40.0	36.0	40.0	44.0
Target Total Cash Compensation	47	51	171	139.3	153.8	172.9	170.8	189.9	199.3

**Estimated Total Direct Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Total Perquisite Value (\$ Amount)	33	35	95	0.4	1.0	4.6	3.7	5.2	7.4
Total LTI (\$ Amount) – Recvg	35	36	138	5.2	16.0	32.2	37.5	51.3	74.3
Target Total Direct Comp (\$ Amount) – Recvg	30	31	130	165.1	186.8	209.9	216.1	247.8	267.8
Target Total Direct Comp (\$ Amount) – All	47	51	171	144.8	165.0	196.1	200.5	234.8	266.1
Total Direct Comp (\$ Amount) – Recvg	35	36	138	170.6	190.7	218.6	221.5	253.2	277.0
Total Direct Comp (\$ Amount) – All	54	58	181	137.1	167.9	199.3	203.7	241.4	274.1

**Total Other Guaranteed Cash**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Total Other Guaranteed Cash (\$ Amount) Recvg	7	*7	25	0.6	0.6	1.5	2.9	2.8	5.7

**Year over Year % Increase (Mean):**

2.7%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	50	174	96
Other Guaranteed Cash	14	39	22
Other Non-Guaranteed Cash	15	50	28
LTI	36	142	78
Overtime	3	5	3

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	31	129	125.2
Midpoint	31	129	153.8
Maximum	31	129	176.9
Compa-ratio	31	129	99.1

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*15	42	1993
Year of Birth	53	180	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	49	174	9

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.320 Technical Services Analyst E

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	27	28	110	142.2	151.5	151.5	160.4	174.1	187.9	186.0	199.6	198.2	229.9	229.5	262.2
Fully Integrated	3	*3	32	--	--	155.3	--	--	--	194.4	--	--	--	252.5	--
Exploration & Production	24	25	78	140.0	149.3	149.9	158.1	167.8	185.9	182.5	194.1	196.5	215.3	220.0	241.2
Services and Drilling	6	6	10	105.8	129.8	128.0	148.2	105.8	136.1	133.0	159.0	118.1	136.1	136.8	159.5
Services and Equipment	6	6	10	105.8	129.8	128.0	148.2	105.8	136.1	133.0	159.0	118.1	136.1	136.8	159.5
Drilling	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	8	8	16	116.2	129.1	128.5	143.1	128.3	146.4	142.9	157.2	128.7	147.1	143.6	157.2
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	5	*6	33	127.0	134.7	135.9	142.9	146.3	160.2	165.3	180.8	158.1	177.6	182.9	212.4
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	5	5	6	110.0	135.3	128.8	141.2	125.0	135.3	141.2	159.2	128.9	146.6	150.8	178.5
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	49	52	166	135.0	145.8	145.7	157.0	154.8	179.2	176.2	194.8	172.5	203.0	208.4	242.9
Calgary	46	48	145	138.5	147.8	147.7	157.8	159.9	183.6	179.2	197.5	176.2	210.1	213.7	244.6
Edmonton	3	*3	15	--	--	132.6	--	--	--	158.5	--	--	--	172.2	--
Fort McMurray	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	4	*4	5	--	119.0	126.0	--	--	128.3	139.8	--	--	128.3	152.1	--
Manitoba/Saskatchewan	2	*2	6	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	3	*3	4	--	--	130.3	--	--	--	159.2	--	--	--	197.8	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	3	3	3	--	--	119.8	--	--	--	145.3	--	--	--	174.5	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent



## 310.100.320 Technical Services Analyst E

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	51	55	176	1.9	134.2	145.6	144.5	156.3	153.3	176.9	173.7	194.1	169.2	199.4	204.5	240.3
Under \$100 Million	4	4	4	--	--	144.8	141.1	--	--	157.8	158.8	--	--	157.8	160.1	--
\$100 < \$500 Million	8	8	10	0.3	131.3	140.0	139.3	150.0	138.8	149.7	153.0	170.8	138.8	162.8	180.5	188.7
\$500 < \$1 Billion	5	5	7	--	132.2	137.0	137.7	149.5	137.0	151.7	154.0	174.5	140.0	175.8	174.0	195.0
\$1 < \$3 Billion	18	19	48	1.9	126.0	140.1	137.6	150.5	145.4	159.2	158.3	176.9	147.1	175.8	184.8	223.1
\$3 < \$5 Billion	5	5	9	--	125.0	131.4	137.3	156.1	154.0	173.0	173.0	205.2	164.9	180.4	218.7	289.7
\$5 Billion and Over	11	14	98	18.9	141.8	150.9	149.7	160.4	167.8	188.6	185.4	200.5	188.3	213.0	219.3	262.2
Barrel of Oil Equivalent/Day																
All	28	29	111	76,064	142.0	151.5	151.1	160.3	173.0	187.9	185.0	199.3	198.1	229.8	228.0	262.0
Under 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	15	15	24	69,032	140.3	151.4	152.2	165.7	167.8	183.4	179.6	193.7	204.9	232.4	231.3	252.9
10,000 < 25,000	4	*4	5	--	--	151.8	151.0	--	--	185.8	180.7	--	--	242.9	251.5	--
25,000 < 100,000	11	11	19	71,186	141.3	151.0	152.5	166.2	167.2	181.9	179.3	194.7	202.9	230.0	226.0	251.2
100,000 and Over	11	12	85	236,600	142.5	151.5	151.6	160.2	175.9	188.8	188.2	200.5	198.2	224.7	229.6	266.6
100,000 < 300,000	7	7	30	124,208	135.4	143.2	143.7	152.4	159.4	176.2	178.8	197.0	181.2	211.1	220.1	246.6
300,000 and Over	4	5	55	506,700	146.6	155.3	155.9	162.1	185.0	191.6	193.3	202.5	201.0	234.0	234.8	267.7
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	12	12	18	190	109.8	140.4	136.2	151.2	112.5	155.3	155.6	185.2	121.3	173.7	192.2	242.9
350 < 1,500	20	20	50	668	131.3	140.1	140.7	149.8	152.7	171.9	169.5	185.9	175.6	199.7	203.3	230.6
1,500 and Over	20	23	109	3,367	139.0	149.1	147.5	159.3	157.4	186.2	178.7	198.1	169.4	202.9	207.8	248.9

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated.

**310.100.320 Technical Services Analyst E****Specialization: Databases**

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.). Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc.

**Incumbents in the same position:**

4

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	4	5	9	--	121.3	142.0	138.8	154.6	--
Base Salary – Org Weighted (All)	4	5	N/A	--	118.9	149.2	139.8	156.1	--
STI Granted (\$ Amount) Recvg	4	5	9	--	13.1	19.3	25.3	39.0	--
STI Granted (% of Base) Recvg	4	5	9	--	11.2	15.3	17.4	26.0	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	2	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	4	5	9	--	134.0	163.2	164.7	191.2	--
Total Cash Comp – Org Weighted (All)	4	5	N/A	--	131.2	178.6	166.5	195.7	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	0	0	0	--	--	--	--	--	--
STI Target (% of Base) Eligible	4	5	9	--	15.0	20.0	17.2	20.0	--
STI Maximum (% of Base) Eligible	4	5	9	--	22.5	40.0	32.5	42.0	--
Target Total Cash Compensation	4	5	9	--	134.7	172.9	163.8	186.9	--

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	1	*1	1	--	--	--	--	--	--
Total LTI (\$ Amount) – Recvg	4	*4	8	--	--	20.4	33.4	--	--
Target Total Direct Comp (\$ Amount) – Recvg	4	*4	8	--	--	198.6	202.3	--	--
Target Total Direct Comp (\$ Amount) – All	4	5	9	--	136.2	188.8	194.0	251.6	--
Total Direct Comp (\$ Amount) – Recvg	4	*4	8	--	--	198.4	203.2	--	--
Total Direct Comp (\$ Amount) – All	4	5	9	--	135.6	198.1	194.9	255.7	--

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	2	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

--%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	4	9	100
Other Guaranteed Cash	1	2	22
Other Non-Guaranteed Cash	2	4	44
LTI	4	8	89
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	4	9	125.2
Midpoint	4	9	153.5
Maximum	4	9	176.9
Compa-ratio	4	9	95.3

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	2	--
Year of Birth	4	9	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	4	9	0

**310.100.320 Technical Services Analyst E****Specialization: Enterprise Resource Planning**

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.). Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc.

**Incumbents in the same position:**

7

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	7	*7	10	126.8	136.5	144.5	148.5	160.0	175.3
Base Salary – Org Weighted (All)	7	*7	N/A	--	135.0	139.4	147.6	169.0	--
STI Granted (\$ Amount) Recvg	5	*5	8	--	22.8	31.9	30.2	37.1	--
STI Granted (% of Base) Recvg	5	*5	8	--	17.8	21.1	20.2	24.5	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	3	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	7	*7	10	138.0	150.7	174.0	173.5	192.2	218.4
Total Cash Comp – Org Weighted (All)	7	*7	N/A	--	147.7	161.0	167.7	187.1	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	*2	2	--	--	--	--	--	--
STI Target (% of Base) Eligible	6	*6	9	--	15.0	20.0	19.1	21.0	--
STI Maximum (% of Base) Eligible	6	*6	9	--	30.0	40.0	35.2	40.0	--
Target Total Cash Compensation	7	*7	10	146.1	159.6	170.6	174.7	191.2	212.4

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	4	4	4	--	--	3.8	3.8	--	--
Total LTI (\$ Amount) – Recvg	4	*4	7	--	--	43.7	41.0	--	--
Target Total Direct Comp (\$ Amount) – Recvg	4	*4	7	--	--	228.3	225.0	--	--
Target Total Direct Comp (\$ Amount) – All	7	*7	10	146.4	166.9	218.2	204.9	238.3	248.4
Total Direct Comp (\$ Amount) – Recvg	4	*4	7	--	--	234.3	225.9	--	--
Total Direct Comp (\$ Amount) – All	7	*7	10	140.7	163.7	223.5	203.8	238.6	244.3

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	2	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization.

**Year over Year % Increase (Mean):**

2.2%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	6	9	90
Other Guaranteed Cash	1	2	20
Other Non-Guaranteed Cash	3	5	50
LTI	4	7	70
Overtime	1	1	10

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*6	9	139.0
Midpoint	*6	9	164.0
Maximum	*6	9	196.5
Compa-ratio	6	9	95.7

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	2	--
Year of Birth	*7	10	1967

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	7	10	10

**310.100.320 Technical Services Analyst E****Specialization: Networks**

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.). Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc.

**Incumbents in the same position:**

16

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	15	15	22	110.2	130.1	139.8	137.4	147.0	157.9
Base Salary – Org Weighted (All)	15	15	N/A	106.7	126.0	139.6	136.2	146.8	154.3
STI Granted (\$ Amount) Recvg	12	12	19	12.0	13.8	27.7	25.4	31.3	34.0
STI Granted (% of Base) Recvg	12	12	19	8.1	10.9	19.8	18.1	22.4	23.6
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	*2	4	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	15	15	22	117.9	144.6	163.3	159.9	182.3	190.7
Total Cash Comp – Org Weighted (All)	15	15	N/A	111.1	137.3	160.8	157.1	181.6	187.6

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	*2	4	--	--	--	--	--	--
STI Target (% of Base) Eligible	9	9	16	9.1	15.0	20.0	17.4	20.0	20.6
STI Maximum (% of Base) Eligible	9	9	16	13.1	26.3	40.0	32.4	40.0	41.2
Target Total Cash Compensation	12	12	19	112.5	140.4	166.8	157.4	175.6	189.9

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	7	7	11	0.8	1.3	4.6	4.5	6.6	11.6
Total LTI (\$ Amount) – Recvg	8	8	13	5.2	19.3	35.0	33.8	42.1	74.1
Target Total Direct Comp (\$ Amount) – Recvg	5	*5	10	167.2	186.4	202.7	205.8	220.3	263.1
Target Total Direct Comp (\$ Amount) – All	12	12	19	112.6	140.4	175.4	176.2	205.8	231.9
Total Direct Comp (\$ Amount) – Recvg	8	8	13	175.6	186.9	203.0	208.5	224.8	258.3
Total Direct Comp (\$ Amount) – All	15	15	22	118.3	145.6	183.6	182.2	210.3	232.0

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	4	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

2.7%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	12	19	86
Other Guaranteed Cash	3	5	23
Other Non-Guaranteed Cash	5	10	45
LTI	8	13	59
Overtime	2	2	9

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	10	15	125.2
Midpoint	10	15	148.8
Maximum	10	15	176.9
Compa-ratio	10	15	99.3

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*4	5	1997
Year of Birth	15	22	1970

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	14	21	14

**310.100.321 User Services Analyst E****Specialization:** All Incumbents

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.) Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc.

**Incumbents in the same position:**

51

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	29	31	69	112.7	128.5	140.6	141.5	156.9	177.2
Base Salary – Org Weighted (All)	29	31	N/A	101.1	115.8	133.0	130.1	145.0	154.3
STI Granted (\$ Amount) Recvg	23	25	60	15.5	19.9	33.2	37.3	50.4	70.3
STI Granted (% of Base) Recvg	23	25	60	12.1	16.2	23.8	25.0	35.3	41.8
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	6	*6	13	0.6	1.7	3.0	3.1	4.2	5.8
Total Cash Comp – Inc Weighted (All)	29	31	69	126.8	143.1	167.4	174.5	198.3	243.7
Total Cash Comp – Org Weighted (All)	29	31	N/A	119.8	131.7	143.7	153.5	167.4	190.5

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	3	3	--	--	--	--	--	--
STI Target (% of Base) Eligible	20	22	57	15.0	20.0	21.0	21.4	25.0	25.0
STI Maximum (% of Base) Eligible	14	16	50	27.3	30.0	42.0	46.7	57.8	75.0
Target Total Cash Compensation	24	26	64	127.5	153.4	170.9	171.2	194.9	223.4

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	16	17	45	0.3	0.4	0.5	1.6	1.5	4.9
Total LTI (\$ Amount) – Recvg	21	21	49	13.4	17.3	30.0	36.6	56.7	62.2
Target Total Direct Comp (\$ Amount) – Recvg	16	16	44	165.4	184.2	212.1	211.4	236.1	266.9
Target Total Direct Comp (\$ Amount) – All	24	26	64	134.6	165.4	198.2	196.9	229.3	251.1
Total Direct Comp (\$ Amount) – Recvg	21	21	49	157.4	183.8	207.2	214.0	243.2	290.4
Total Direct Comp (\$ Amount) – All	29	31	69	133.8	158.1	198.3	201.5	241.6	269.2

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	4	*4	19	--	--	2.8	2.7	--	--
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**Year over Year % Increase (Mean):**

3.3%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	25	62	90
Other Guaranteed Cash	5	21	30
Other Non-Guaranteed Cash	9	31	45
LTI	23	60	87
Overtime	2	3	4

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	14	51	125.2
Midpoint	14	52	156.0
Maximum	14	51	187.2
Compa-ratio	14	52	98.0

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*7	17	1995
Year of Birth	28	68	1967

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	27	66	8

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.321 User Services Analyst E

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	19	20	54	134.1	143.7	147.0	160.0	158.5	177.5	186.1	207.6	187.5	215.3	218.6	248.2
Fully Integrated	4	*4	29	--	151.1	154.3	--	--	198.0	201.5	--	--	237.4	232.5	--
Exploration & Production	16	*16	25	126.6	137.9	138.6	155.4	141.3	168.5	168.3	188.1	186.9	201.6	202.4	224.1
Services and Drilling	4	*4	5	--	113.3	111.1	--	--	113.3	117.2	--	--	113.6	121.7	--
Services and Equipment	3	*3	4	--	--	118.2	--	--	--	125.8	--	--	--	131.5	--
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Public Sector (Regulatory Agencies, Government)	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*3	4	--	--	--	--	--	--	--	--	--	--	--	--

**Incumbent Location\*\*\***

British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	27	29	63	132.3	142.0	143.8	157.7	147.8	173.4	178.2	206.0	164.4	207.2	206.7	243.1
Calgary	26	27	61	133.0	142.5	144.8	157.9	152.0	174.1	180.1	206.3	171.1	213.4	209.5	243.2
Edmonton	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Fort McMurray	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Manitoba/Saskatchewan	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 310.100.321 User Services Analyst E

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	29	31	69	1.4	128.5	140.6	141.5	156.9	143.1	167.4	174.5	198.3	158.1	198.3	201.5	241.6
Under \$100 Million	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	8	8	9	--	123.4	130.0	132.8	143.2	129.4	140.6	145.5	160.7	135.5	164.4	183.8	228.4
\$500 < \$1 Billion	4	*4	5	--	--	140.0	132.8	--	--	142.0	148.2	--	--	155.9	156.3	--
\$1 < \$3 Billion	6	6	9	--	102.7	118.3	121.4	143.8	102.7	143.7	139.3	177.2	103.0	158.8	163.9	218.5
\$3 < \$5 Billion	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	9	11	44	19.6	135.4	144.5	149.8	164.2	161.9	184.9	191.8	215.1	186.5	216.1	219.0	246.8
Barrel of Oil Equivalent/Day																
All	17	17	41	73,000	133.0	140.5	139.5	150.4	155.1	168.5	170.6	186.9	181.8	202.4	204.7	234.1
Under 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	11	11	12	41,000	121.9	131.5	132.4	144.7	137.7	151.0	156.1	180.2	148.6	195.3	197.0	246.2
10,000 < 25,000	4	4	4	--	--	129.2	128.5	--	--	153.8	157.2	--	--	228.4	221.1	--
25,000 < 100,000	7	7	8	--	123.8	131.5	134.3	152.2	133.0	151.0	155.5	182.1	148.6	177.5	184.9	224.2
100,000 and Over	6	6	29	284,413	134.5	140.6	142.5	152.0	161.1	174.2	176.5	197.6	185.4	213.4	207.9	234.1
100,000 < 300,000	4	4	26	--	--	141.3	142.6	--	--	173.8	176.8	--	--	207.9	205.3	--
300,000 and Over	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	6	6	6	--	110.2	125.9	123.0	133.9	129.1	138.7	144.7	167.1	136.4	174.2	184.7	221.3
350 < 1,500	7	7	10	766	126.7	142.5	137.6	154.5	139.6	149.1	155.6	177.3	144.9	169.0	180.0	212.8
1,500 and Over	14	16	51	3,853	133.9	142.5	144.7	160.1	154.9	174.2	182.5	208.1	166.8	213.4	206.9	243.1

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.321 User Services Analyst E****Specialization:** Help Desk

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.). Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc

<b>Incumbents in the same position:</b>	3								
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>
<b>Actual Annual Cash Compensation</b>									
Base Salary – Inc Weighted (All)	3	3	3	--	--	--	123.2	--	--
Base Salary – Org Weighted (All)	3	3	N/A	--	--	--	123.2	--	--
STI Granted (\$ Amount) Recvg	2	*2	2	--	--	--	--	--	--
STI Granted (% of Base) Recvg	2	*2	2	--	--	--	--	--	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	3	3	3	--	--	--	136.9	--	--
Total Cash Comp – Org Weighted (All)	3	3	N/A	--	--	--	136.9	--	--
<b>Target Annual Cash Compensation</b>									
STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Maximum (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
Target Total Cash Compensation	2	*2	2	--	--	--	--	--	--
<b>Estimated Total Direct Compensation</b>									
Total Perquisite Value (\$ Amount)	3	3	3	--	--	--	1.7	--	--
Total LTI (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	1	*1	1	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	2	*2	2	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	3	3	3	--	--	--	155.5	--	--
<b>Total Other Guaranteed Cash</b>									
Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):** 4.7%

	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Incentives and Eligibility</b>			
STI	2	2	67
Other Guaranteed Cash	0	0	0
Other Non-Guaranteed Cash	1	1	33
LTI	3	3	100
Overtime	1	1	33

<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Minimum	*1	1	--
Midpoint	*1	1	--
Maximum	*1	1	--
Compa-ratio	1	1	--

<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Graduation Year	*1	1	--
Year of Birth	3	3	--

	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Hired since 2014	3	3	0



2015

## CA MTCS for the Energy Sector

## 310.100.321 User Services Analyst E

## Specialization: Software Support &amp; Training

At this level, incumbents may supervise or act as an advanced specialist while instructing, guiding, training and aiding in development of less experienced technical personnel. Demonstrates a broad business and technical knowledge in resolving problems and defining new opportunities. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May make decisions on personnel actions (hiring, terminations, promotions, etc.) Controls revenues and/or expenses within operating unit and is responsible for meeting budget goals and objectives. Provides input to policy level direction regarding standards, budgetary constraints, etc

## Incumbents in the same position:

9

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	3	*3	10	--	--	--	161.1	--	--
Base Salary – Org Weighted (All)	3	*3	N/A	--	--	--	156.7	--	--
STI Granted (\$ Amount) Recvg	3	*3	10	--	--	--	47.5	--	--
STI Granted (% of Base) Recvg	3	*3	10	--	--	--	28.8	--	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	3	*3	5	--	--	--	2.2	--	--
Total Cash Comp – Inc Weighted (All)	3	*3	10	--	--	--	209.7	--	--
Total Cash Comp – Org Weighted (All)	3	*3	N/A	--	--	--	204.7	--	--

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	0	0	0	--	--	--	--	--	--
STI Target (% of Base) Eligible	3	*3	10	--	--	--	23.1	--	--
STI Maximum (% of Base) Eligible	3	*3	10	--	--	--	53.7	--	--
Target Total Cash Compensation	3	*3	10	--	--	--	199.7	--	--

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	2	*2	9	--	--	--	--	--	--
Total LTI (\$ Amount) – Recvg	3	*3	9	--	--	--	29.0	--	--
Target Total Direct Comp (\$ Amount) – Recvg	3	*3	9	--	--	--	225.7	--	--
Target Total Direct Comp (\$ Amount) – All	3	*3	10	--	--	--	226.8	--	--
Total Direct Comp (\$ Amount) – Recvg	3	*3	9	--	--	--	234.0	--	--
Total Direct Comp (\$ Amount) – All	3	*3	10	--	--	--	236.8	--	--

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	6	--	--	--	--	--	--
---	---	----	---	----	----	----	----	----	----

## Year over Year % Increase (Mean):

2.8%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	3	10	100
Other Guaranteed Cash	1	6	60
Other Non-Guaranteed Cash	3	10	100
LTI	3	10	100
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*3	10	--
Midpoint	*3	10	--
Maximum	*3	10	--
Compa-ratio	3	10	--

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*1	3	--
Year of Birth	*3	10	--

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	3	10	10

\*More than 35% of the rates within the sample are supplied by one organization

**310.100.330 Technical Services Analyst D****Specialization:** All Incumbents

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

395

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	86	95	658	95.4	107.1	117.7	115.8	125.0	132.4
Base Salary – Org Weighted (All)	86	95	N/A	93.9	105.5	116.3	114.8	124.1	131.7
STI Granted (\$ Amount) Recvg	74	82	585	8.2	14.1	19.2	20.2	26.0	32.5
STI Granted (% of Base) Recvg	74	82	585	7.3	12.5	16.9	16.8	20.6	25.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	13	13	35	0.4	0.6	2.0	1.7	2.2	4.3
Total Cash Comp – Inc Weighted (All)	86	95	658	103.3	119.3	135.3	133.8	149.4	161.8
Total Cash Comp – Org Weighted (All)	86	95	N/A	100.7	117.6	131.6	132.2	148.1	160.3

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	13	*14	95	3.8	4.0	6.0	6.8	10.0	10.0
STI Target (% of Base) Eligible	66	74	558	10.0	15.0	15.0	15.9	20.0	20.0
STI Maximum (% of Base) Eligible	46	54	474	16.9	24.0	30.0	30.0	36.0	44.0
Target Total Cash Compensation	75	84	590	108.0	123.7	136.2	134.9	147.7	157.8

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	39	43	183	0.3	0.4	0.5	1.6	1.5	5.7
Total LTI (\$ Amount) – Recvg	53	57	311	3.2	10.0	16.8	18.6	26.7	32.3
Target Total Direct Comp (\$ Amount) – Recvg	45	49	274	139.1	150.7	160.2	162.5	173.3	188.9
Target Total Direct Comp (\$ Amount) – All	75	84	590	108.9	126.0	145.1	144.2	161.5	178.3
Total Direct Comp (\$ Amount) – Recvg	53	57	311	130.0	146.5	160.8	161.6	174.2	191.2
Total Direct Comp (\$ Amount) – All	86	95	658	104.6	123.2	143.2	143.1	162.7	180.5

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	18	18	89	0.9	1.0	2.2	4.0	2.7	4.7
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**Year over Year % Increase (Mean):**

2.5%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	80	626	95
Other Guaranteed Cash	24	108	16
Other Non-Guaranteed Cash	23	133	20
LTI	57	394	60
Overtime	17	81	12

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	42	456	98.0
Midpoint	42	457	118.8
Maximum	42	456	141.6
Compa-ratio	42	457	100.0

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	32	133	1996
Year of Birth	84	648	1970

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	84	656	11

\*More than 35% of the rates within the sample are supplied by one organization.

## 310.100.330 Technical Services Analyst D

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	42	44	294	115.4	122.5	122.1	130.1	129.6	143.2	143.1	157.8	141.8	158.7	158.3	173.9
Fully Integrated	5	*5	97	115.6	123.0	122.0	132.3	136.2	151.4	147.9	167.9	140.5	155.0	155.5	175.0
Exploration & Production	38	39	197	115.2	122.5	122.1	130.0	127.5	140.4	140.8	153.4	144.7	159.0	159.6	173.7
Services and Drilling	15	16	72	92.2	99.7	99.9	110.0	96.4	104.9	109.5	125.8	96.9	105.2	111.2	126.0
Services and Equipment	12	12	51	90.0	98.0	97.5	105.5	93.3	102.7	105.8	119.1	95.6	103.0	107.8	119.1
Drilling	3	*4	21	--	108.0	105.9	--	--	117.9	118.6	--	--	117.9	119.5	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	12	13	131	100.8	113.6	111.2	123.0	113.3	128.9	126.8	141.1	113.7	129.8	127.1	141.4
Public Sector (Regulatory Agencies, Government)	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	12	13	115	110.3	118.0	117.2	123.9	126.3	139.2	137.7	147.6	134.5	148.2	149.1	162.8
Upgrading	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	4	*4	37	--	109.0	108.2	--	--	116.7	119.2	--	--	116.7	123.4	--
Incumbent Location***															
British Columbia	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	77	82	535	110.9	119.9	118.5	127.0	125.2	138.3	137.6	151.1	130.4	148.6	148.7	165.9
Calgary	71	75	481	110.8	120.0	118.7	127.1	125.3	138.2	137.8	151.7	131.0	150.0	149.6	166.9
Edmonton	6	*7	39	113.9	118.4	116.9	122.2	126.1	140.3	135.8	146.3	126.7	140.8	140.2	147.4
Fort McMurray	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	10	10	12	98.8	120.1	112.4	128.8	121.6	138.9	130.4	152.4	121.6	145.6	138.1	161.5
Manitoba/Saskatchewan	5	*5	37	95.6	104.3	105.5	113.6	107.3	113.3	113.2	119.3	107.3	113.3	113.2	119.3
Eastern Canada	8	9	80	90.6	102.4	103.2	114.6	94.4	118.5	119.1	132.0	94.4	118.7	120.5	140.2
Atlantic Canada	5	*5	21	86.1	92.8	98.9	114.4	87.1	92.8	107.4	130.9	87.1	92.8	109.7	140.5
Ontario	5	*5	57	94.2	103.1	103.3	112.2	109.0	120.3	120.9	131.7	109.2	122.9	122.0	134.5
Québec	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated.

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.330 Technical Services Analyst D

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	82	91	642	1.3	107.1	117.8	115.9	125.1	120.0	135.8	134.2	149.5	124.1	144.3	143.5	162.7
Under \$100 Million	4	*4	14	--	--	107.8	109.6	--	--	124.6	123.3	--	--	124.6	124.1	--
\$100 < \$500 Million	18	18	52	0.3	98.6	110.4	109.3	123.0	102.8	120.8	122.0	139.2	102.8	122.7	132.0	161.2
\$500 < \$1 Billion	14	14	66	0.8	92.8	113.6	107.9	123.8	92.8	127.1	117.5	138.3	92.8	127.4	121.8	145.3
\$1 < \$3 Billion	30	32	186	1.9	100.8	113.4	111.8	122.3	113.1	129.6	127.5	140.7	116.0	139.8	141.2	162.0
\$3 < \$5 Billion	3	*3	49	--	--	--	121.6	--	--	--	143.7	--	--	--	145.7	--
\$5 Billion and Over	13	20	275	16.0	113.4	121.2	121.0	129.0	128.9	143.1	143.9	156.5	135.5	152.0	153.1	168.2
Barrel of Oil Equivalent/Day																
All	41	42	282	70,793	115.5	122.5	122.7	130.1	130.3	143.7	144.5	158.0	141.8	158.4	159.7	173.8
Under 10,000	5	*5	11	--	105.0	113.4	116.1	127.9	123.3	127.7	136.7	151.1	126.7	139.1	145.8	161.8
Under 5,000	3	*3	9	--	--	--	115.6	--	--	--	135.6	--	--	--	141.6	--
5,000 < 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	25	25	72	45,825	112.7	121.0	120.7	129.3	126.4	137.7	138.2	149.1	144.9	158.1	162.2	177.7
10,000 < 25,000	8	8	12	17,873	112.3	118.5	121.0	126.5	126.2	138.0	140.1	157.0	127.4	174.5	167.4	200.5
25,000 < 100,000	17	17	60	70,400	112.7	121.0	120.7	129.9	126.8	137.7	137.8	146.3	145.3	157.2	161.2	175.0
100,000 and Over	11	12	199	284,000	117.5	123.0	123.8	130.3	132.1	147.6	147.3	160.0	142.3	160.2	159.6	173.5
100,000 < 300,000	7	7	87	124,208	116.4	122.8	121.7	128.3	131.2	142.2	144.0	154.6	142.0	160.3	160.0	173.5
300,000 and Over	4	*5	112	506,700	117.8	124.0	125.5	135.0	137.3	151.2	149.8	164.3	142.3	159.4	159.3	173.5
Total Employment																
Less than 75	3	3	3	--	--	--	114.4	--	--	--	144.2	--	--	--	172.3	--
75 < 350	19	19	37	234	109.5	120.0	118.6	125.0	121.8	138.0	136.3	147.5	127.1	160.7	156.2	176.6
350 < 1,500	32	32	209	649	103.6	114.5	112.1	123.0	110.3	130.6	126.9	142.8	115.7	146.9	141.3	165.5
1,500 and Over	28	37	395	3,373	109.3	119.5	117.8	127.5	123.8	138.0	138.1	152.9	125.6	142.3	143.7	161.6

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.330 Technical Services Analyst D****Specialization: Databases**

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

<b>Incumbents in the same position:</b>	26								
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>
<b>Actual Annual Cash Compensation</b>									
Base Salary – Inc Weighted (All)	16	16	40	100.3	109.5	118.6	116.6	124.9	134.2
Base Salary – Org Weighted (All)	16	16	N/A	94.3	110.6	119.3	118.3	127.6	134.6
STI Granted (\$ Amount) Recvg	15	15	38	9.8	13.3	18.5	19.6	27.5	31.1
STI Granted (% of Base) Recvg	15	15	38	9.4	13.5	15.3	16.5	22.4	24.2
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	2	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	16	16	40	110.3	118.5	138.7	135.3	148.1	164.1
Total Cash Comp – Org Weighted (All)	16	16	N/A	106.2	120.0	137.4	136.1	151.1	165.2
<b>Target Annual Cash Compensation</b>									
STI Threshold (% of Base) Eligible	5	5	14	4.0	4.8	6.0	6.6	10.0	10.0
STI Target (% of Base) Eligible	14	14	38	10.0	10.0	15.0	14.8	20.0	20.0
STI Maximum (% of Base) Eligible	13	13	37	13.5	16.2	22.5	25.8	30.0	44.0
Target Total Cash Compensation	14	14	38	108.9	121.1	135.2	134.0	146.0	161.9
<b>Estimated Total Direct Compensation</b>									
Total Perquisite Value (\$ Amount)	5	*5	15	0.3	0.3	0.3	0.8	0.8	2.8
Total LTI (\$ Amount) – Recvg	10	10	17	3.0	6.2	23.0	20.2	29.7	35.5
Target Total Direct Comp (\$ Amount) – Recvg	9	9	16	121.8	131.3	164.2	160.6	182.8	203.8
Target Total Direct Comp (\$ Amount) – All	14	14	38	108.9	121.6	138.5	142.8	162.4	183.4
Total Direct Comp (\$ Amount) – Recvg	10	10	17	115.4	130.7	165.0	160.2	175.8	211.0
Total Direct Comp (\$ Amount) – All	16	16	40	110.3	119.9	142.8	144.2	164.9	177.0
<b>Total Other Guaranteed Cash</b>									
Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	10	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

<b>Year over Year % Increase (Mean):</b>			2.8%
<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
STI	16	40	100
Other Guaranteed Cash	3	11	28
Other Non-Guaranteed Cash	4	11	28
LTI	10	19	48
Overtime	3	10	25
<b>Salary Range</b>			
<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>	
Minimum	10	28	96.6
Midpoint	10	28	118.4
Maximum	10	28	141.3
Compa-ratio	10	28	101.2
<b>Demographics</b>			
<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>	
Graduation Year	*3	6	--
Year of Birth	15	39	1969
<b>Hired since 2014</b>			
<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>	
Hired since 2014	15	39	5

## CA MTCS for the Energy Sector

**310.100.330 Technical Services Analyst D****Specialization:** Enterprise Resource Planning

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

30

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	13	13	44	93.1	98.4	111.5	111.9	122.1	134.6
Base Salary – Org Weighted (All)	13	13	N/A	100.9	109.5	115.1	117.8	124.0	140.1
STI Granted (\$ Amount) Recvg	11	11	40	10.1	15.1	17.9	19.3	22.4	32.7
STI Granted (% of Base) Recvg	11	11	40	8.8	14.6	18.5	17.1	20.0	25.4
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	3	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	13	13	44	107.6	111.3	125.1	129.6	138.4	164.1
Total Cash Comp – Org Weighted (All)	13	13	N/A	111.8	120.7	130.0	134.9	149.9	172.9

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	*2	3	--	--	--	--	--	--
STI Target (% of Base) Eligible	10	10	36	10.0	14.0	14.5	15.2	18.0	20.0
STI Maximum (% of Base) Eligible	10	10	36	18.1	21.0	27.0	27.3	30.0	41.2
Target Total Cash Compensation	12	12	38	106.7	111.2	125.0	129.2	146.1	167.6

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	*3	8	--	--	--	0.6	--	--
Total LTI (\$ Amount) – Recvg	5	*5	14	3.2	11.1	15.5	16.7	23.8	28.6
Target Total Direct Comp (\$ Amount) – Recvg	4	*4	8	--	--	171.4	175.2	--	--
Target Total Direct Comp (\$ Amount) – All	12	12	38	106.7	111.3	125.3	133.4	154.4	172.3
Total Direct Comp (\$ Amount) – Recvg	5	*5	14	119.2	134.0	160.4	156.6	175.1	199.3
Total Direct Comp (\$ Amount) – All	13	13	44	108.8	114.7	130.1	135.0	150.0	177.9

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	3	*3	6	--	--	--	1.1	--	--
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**Year over Year % Increase (Mean):**

4.0%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	11	42	95
Other Guaranteed Cash	3	6	14
Other Non-Guaranteed Cash	3	7	16
LTI	5	16	36
Overtime	4	17	39

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	11	31	98.0
Midpoint	11	31	122.4
Maximum	11	31	144.0
Compa-ratio	11	31	99.8

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*3	9	--
Year of Birth	13	42	1968

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	13	44	7

\*More than 35% of the rates within the sample are supplied by one organization

**310.100.330 Technical Services Analyst D****Specialization: Networks**

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

53

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	25	26	70	94.1	105.5	119.9	116.3	127.0	130.7
Base Salary – Org Weighted (All)	25	26	N/A	92.4	104.0	120.3	116.4	128.5	135.2
STI Granted (\$ Amount) Recvg	23	24	67	6.6	13.1	17.2	17.9	23.4	28.0
STI Granted (% of Base) Recvg	23	24	67	6.2	11.3	15.3	14.9	19.3	22.1
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	5	5	7	--	2.0	2.0	2.1	2.2	--
Total Cash Comp – Inc Weighted (All)	25	26	70	106.6	116.4	134.9	133.6	149.8	157.2
Total Cash Comp – Org Weighted (All)	25	26	N/A	99.3	120.6	137.3	134.5	149.2	163.2

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	5	*6	22	4.9	5.0	5.0	7.1	10.0	10.0
STI Target (% of Base) Eligible	19	20	49	10.0	10.0	15.0	14.8	19.0	20.0
STI Maximum (% of Base) Eligible	15	16	42	20.0	20.0	25.5	26.5	30.0	38.8
Target Total Cash Compensation	20	21	50	104.0	115.8	138.2	134.8	149.8	154.9

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	11	11	22	0.3	0.3	0.5	1.6	1.5	6.4
Total LTI (\$ Amount) – Recvg	13	13	35	3.2	9.2	18.8	19.0	26.2	35.4
Target Total Direct Comp (\$ Amount) – Recvg	10	10	19	133.3	145.3	161.4	164.1	179.2	216.4
Target Total Direct Comp (\$ Amount) – All	20	21	50	105.2	125.6	144.5	143.1	156.0	178.8
Total Direct Comp (\$ Amount) – Recvg	13	13	35	120.8	139.2	149.8	155.2	168.7	190.4
Total Direct Comp (\$ Amount) – All	25	26	70	107.2	122.7	147.4	143.6	159.5	174.9

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	6	6	13	0.7	1.0	1.5	4.3	2.7	22.0
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**Year over Year % Increase (Mean):**

2.6%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	24	69	99
Other Guaranteed Cash	7	15	21
Other Non-Guaranteed Cash	8	14	20
LTI	15	40	57
Overtime	3	13	19

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	14	44	98.0
Midpoint	14	44	122.5
Maximum	14	44	147.0
Compa-ratio	14	44	100.3

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*9	24	1997
Year of Birth	25	70	1968

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	25	70	3

\*More than 35% of the rates within the sample are supplied by one organization.

**310.100.330 Technical Services Analyst D****Specialization: Operating Systems**

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

23

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	15	15	45	81.9	109.9	117.0	113.4	123.4	131.9
Base Salary – Org Weighted (All)	15	15	N/A	87.7	112.1	120.0	117.8	127.9	138.0
STI Granted (\$ Amount) Recvg	13	13	37	10.6	15.7	20.5	20.3	25.1	30.0
STI Granted (% of Base) Recvg	13	13	37	9.9	13.8	17.4	16.8	20.7	24.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	15	15	45	81.9	119.3	135.6	130.1	149.6	157.5
Total Cash Comp – Org Weighted (All)	15	15	N/A	95.2	126.1	135.9	134.3	148.2	163.7

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	4	*4	18	--	--	10.0	8.1	--	--
STI Target (% of Base) Eligible	13	13	38	10.0	15.0	15.0	15.9	20.0	20.0
STI Maximum (% of Base) Eligible	11	11	36	19.3	26.3	30.0	28.1	30.0	33.2
Target Total Cash Compensation	13	13	38	120.6	129.2	139.8	138.5	147.9	156.9

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	8	*8	16	0.3	0.5	0.8	1.5	1.5	5.9
Total LTI (\$ Amount) – Recvg	8	*8	18	3.2	11.7	27.5	23.4	32.7	37.6
Target Total Direct Comp (\$ Amount) – Recvg	8	*8	18	143.1	156.9	162.3	163.7	172.2	181.4
Target Total Direct Comp (\$ Amount) – All	13	13	38	122.5	136.0	151.6	150.3	164.6	175.9
Total Direct Comp (\$ Amount) – Recvg	8	*8	18	123.5	154.9	164.3	162.8	176.7	183.3
Total Direct Comp (\$ Amount) – All	15	15	45	81.9	121.9	148.9	140.1	163.2	178.0

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	3	*3	8	--	--	--	1.7	--	--
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**Year over Year % Increase (Mean):**

1.8%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	15	45	100
Other Guaranteed Cash	4	9	20
Other Non-Guaranteed Cash	3	9	20
LTI	9	19	42
Overtime	1	1	2

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	9	33	93.9
Midpoint	9	33	117.4
Maximum	9	33	140.9
Compa-ratio	9	33	103.7

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*8	14	1995
Year of Birth	15	45	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	14	44	18

\*More than 35% of the rates within the sample are supplied by one organization



**310.100.331 User Services Analyst D****Specialization:** All Incumbents

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

112

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	44	45	147	94.6	106.5	120.0	119.5	131.9	147.6
Base Salary – Org Weighted (All)	44	45	N/A	87.2	95.6	109.2	109.1	121.6	130.5
STI Granted (\$ Amount) Recvg	38	39	128	11.9	17.0	26.4	28.3	35.9	49.5
STI Granted (% of Base) Recvg	38	39	128	11.9	15.2	22.7	22.2	27.8	35.6
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	7	*8	27	0.6	1.1	2.7	3.1	5.0	5.9
Total Cash Comp – Inc Weighted (All)	44	45	147	98.9	121.5	139.3	144.7	167.0	197.0
Total Cash Comp – Org Weighted (All)	44	45	N/A	90.6	108.6	123.5	126.4	144.8	158.6

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	5	*5	11	1.6	5.0	10.0	7.9	10.0	15.6
STI Target (% of Base) Eligible	36	37	130	12.7	15.0	20.0	17.7	20.0	20.0
STI Maximum (% of Base) Eligible	27	28	110	22.3	28.0	40.0	39.9	60.0	60.0
Target Total Cash Compensation	41	42	141	106.3	123.7	141.5	140.9	161.3	179.4

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	20	21	90	0.3	0.4	0.4	1.4	1.5	5.0
Total LTI (\$ Amount) – Recvg	24	24	72	9.1	10.0	14.9	20.4	28.2	40.5
Target Total Direct Comp (\$ Amount) – Recvg	21	21	66	134.0	142.2	156.4	165.4	178.6	222.3
Target Total Direct Comp (\$ Amount) – All	41	42	141	113.7	129.5	149.0	151.2	173.1	192.3
Total Direct Comp (\$ Amount) – Recvg	24	24	72	125.6	140.0	156.2	168.6	187.3	248.2
Total Direct Comp (\$ Amount) – All	44	45	147	100.8	126.2	151.8	155.6	181.5	211.7

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	13	13	34	1.0	2.2	2.7	5.6	2.8	22.2
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**Year over Year % Increase (Mean):**

3.1%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	39	136	93
Other Guaranteed Cash	15	42	29
Other Non-Guaranteed Cash	14	77	52
LTI	27	112	76
Overtime	7	13	9

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	26	119	107.6
Midpoint	27	121	126.0
Maximum	26	119	145.0
Compa-ratio	27	121	99.6

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	13	25	1998
Year of Birth	43	146	1972

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	41	143	10

\*More than 35% of the rates within the sample are supplied by one organization.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.331 User Services Analyst D

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	22	22	102	113.5	123.6	125.7	138.3	130.2	150.8	155.7	178.1	140.3	164.0	169.9	188.8
Fully Integrated	4	*4	57	--	135.0	133.5	--	--	173.1	172.6	--	--	181.5	184.2	--
Exploration & Production	18	18	45	108.5	117.7	115.9	124.4	123.5	134.1	134.4	146.8	129.9	147.0	151.9	168.8
Services and Drilling	6	*6	13	80.0	94.6	91.8	99.2	85.0	94.6	99.4	118.5	90.5	94.9	103.5	121.0
Services and Equipment	5	*5	12	80.0	94.6	91.7	99.6	82.5	94.6	97.8	113.7	90.4	94.7	101.4	116.5
Drilling	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	5	*5	13	109.9	116.1	117.5	126.8	121.1	138.6	137.9	153.2	121.8	138.6	138.3	153.4
Public Sector (Regulatory Agencies, Government)	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	5	5	8	87.6	99.0	103.3	123.4	100.6	111.8	117.2	127.3	109.5	119.4	128.0	147.9
Upgrading	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Incumbent Location***															
British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	40	41	134	109.9	121.0	121.4	134.3	125.1	144.3	148.4	171.7	130.4	153.3	160.1	185.3
Calgary	36	37	116	110.4	122.1	122.7	135.9	128.9	146.4	150.4	172.9	135.4	156.2	163.2	187.3
Edmonton	3	*3	5	--	--	111.1	--	--	--	128.3	--	--	--	128.5	--
Fort McMurray	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	8	8	10	98.9	108.5	109.5	117.4	118.7	126.5	131.6	137.0	127.2	135.0	140.2	149.0
Manitoba/Saskatchewan	3	*3	5	--	--	101.0	--	--	--	106.7	--	--	--	106.7	--
Eastern Canada	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Atlantic Canada	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

## 310.100.331 User Services Analyst D

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	40	41	141	2.0	108.0	120.9	120.3	133.0	122.6	142.0	146.1	167.5	128.0	152.2	157.3	183.9
Under \$100 Million	2	*2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	6	6	6	--	98.6	114.3	110.1	122.7	104.9	129.3	127.1	151.4	105.0	135.5	144.9	191.8
\$500 < \$1 Billion	4	4	6	--	--	109.2	108.9	--	--	126.2	124.7	--	--	128.8	130.6	--
\$1 < \$3 Billion	16	16	38	2.0	94.3	107.3	107.9	124.0	98.4	120.0	121.3	148.4	108.9	129.3	133.8	155.7
\$3 < \$5 Billion	2	*2	6	--	--	--	--	--	--	--	--	--	--	--	--	--
\$5 Billion and Over	10	*11	82	19.3	114.8	126.2	128.5	141.8	133.9	161.1	162.0	186.0	145.8	167.7	173.5	189.8
Barrel of Oil Equivalent/Day																
All	23	23	75	73,144	110.0	118.4	117.1	125.0	127.6	135.9	138.3	152.3	134.4	147.4	152.2	171.5
Under 10,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
Under 5,000	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	14	14	27	59,303	100.0	115.0	112.4	125.0	109.5	129.5	128.8	145.9	124.0	140.1	148.3	177.7
10,000 < 25,000	4	4	4	--	--	110.8	105.9	--	--	134.7	123.8	--	--	135.5	132.0	--
25,000 < 100,000	10	10	23	70,793	100.0	117.7	113.5	125.0	109.5	129.5	129.6	144.5	125.0	140.1	151.2	186.4
100,000 and Over	8	8	47	309,913	110.5	120.5	120.1	125.4	129.5	141.2	143.8	156.2	138.9	153.0	154.8	171.5
100,000 < 300,000	4	4	32	--	--	119.0	119.3	--	--	138.2	142.9	--	--	149.9	155.2	--
300,000 and Over	4	*4	15	--	--	121.0	121.7	--	--	146.6	145.8	--	--	153.0	153.9	--
Total Employment																
Less than 75	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	7	7	8	--	101.6	106.8	108.4	123.8	108.8	129.3	124.2	143.5	118.7	131.5	147.0	187.2
350 < 1,500	12	12	22	716	96.8	113.6	112.6	127.3	109.2	126.8	128.7	148.4	118.8	134.5	145.8	173.2
1,500 and Over	21	22	111	3,228	110.0	121.7	122.6	138.1	127.8	148.4	150.9	175.0	130.5	154.9	160.2	185.1

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.331 User Services Analyst D****Specialization:** Hardware

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

9

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	6	*6	12	79.7	91.1	100.9	106.6	128.8	138.3
Base Salary – Org Weighted (All)	6	*6	N/A	--	100.1	117.5	116.5	132.9	--
STI Granted (\$ Amount) Recvg	5	5	6	--	10.1	28.1	23.1	31.3	--
STI Granted (% of Base) Recvg	5	5	6	--	9.7	21.2	18.2	24.0	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	1	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	6	*6	12	79.7	91.1	106.3	118.3	156.1	170.8
Total Cash Comp – Org Weighted (All)	6	*6	N/A	--	108.1	135.8	134.7	163.2	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	5	5	6	--	9.4	14.3	14.3	20.0	--
STI Maximum (% of Base) Eligible	5	5	6	--	16.6	26.0	28.1	44.0	--
Target Total Cash Compensation	6	*6	12	79.7	91.1	106.2	115.7	146.9	163.1

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	4	*4	9	--	--	0.4	3.0	--	--
Total LTI (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	6	*6	12	83.3	91.7	112.8	119.2	147.0	172.6
Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	6	*6	12	83.3	91.7	113.1	121.8	156.3	180.3

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	1	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

2.4%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	5	6	50
Other Guaranteed Cash	1	1	8
Other Non-Guaranteed Cash	3	4	33
LTI	3	4	33
Overtime	2	7	58

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*6	12	77.8
Midpoint	*6	12	94.9
Maximum	*6	12	113.9
Compa-ratio	6	12	102.0

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*1	1	--
Year of Birth	*6	12	1965

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	6	12	8

**310.100.331 User Services Analyst D****Specialization:** Help Desk

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

7

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	8	8	11	93.5	103.0	116.1	113.7	123.6	131.2
Base Salary – Org Weighted (All)	8	8	N/A	--	98.7	114.8	112.9	123.5	--
STI Granted (\$ Amount) Recvg	7	7	10	8.5	13.0	16.8	18.7	26.8	31.1
STI Granted (% of Base) Recvg	7	7	10	8.2	12.6	15.1	16.2	21.0	25.2
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	8	8	11	108.5	111.6	133.7	130.7	152.2	154.8
Total Cash Comp – Org Weighted (All)	8	8	N/A	--	110.5	126.7	130.6	153.0	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	*2	3	--	--	--	--	--	--
STI Target (% of Base) Eligible	5	5	6	--	10.0	14.5	14.8	20.0	--
STI Maximum (% of Base) Eligible	4	*4	5	--	--	20.0	25.2	--	--
Target Total Cash Compensation	6	6	7	--	113.5	141.5	133.5	145.1	--

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	*3	4	--	--	--	1.5	--	--
Total LTI (\$ Amount) – Recvg	4	*4	6	--	--	16.1	19.2	--	--
Target Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	6	6	7	--	130.3	143.4	143.0	148.0	--
Total Direct Comp (\$ Amount) – Recvg	4	*4	6	--	--	133.2	141.5	--	--
Total Direct Comp (\$ Amount) – All	8	8	11	114.7	123.5	140.1	141.7	154.7	180.2

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	2	--	--	--	--	--	--
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**Year over Year % Increase (Mean):**

3.9%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	7	10	91
Other Guaranteed Cash	3	3	27
Other Non-Guaranteed Cash	2	2	18
LTI	4	6	55
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*5	8	96.7
Midpoint	6	9	122.0
Maximum	*5	8	145.0
Compa-ratio	6	9	96.7

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*1	2	--
Year of Birth	8	11	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	7	10	0

\*More than 35% of the rates within the sample are supplied by one organization

**310.100.331 User Services Analyst D****Specialization:** Internet/Intranet

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

Incumbents in the same position:										Year over Year % Increase (Mean):			
(Compensation Data Displayed in \$000s)	1 Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
<b>Actual Annual Cash Compensation</b>										STI	3	5	100
Base Salary – Inc Weighted (All)	3	*3	5	--	--	--	111.5	--	--	Other Guaranteed Cash	0	0	0
Base Salary – Org Weighted (All)	3	*3	N/A	--	--	--	110.9	--	--	Other Non-Guaranteed Cash	1	1	20
STI Granted (\$ Amount) Recvg	3	*3	5	--	--	--	25.0	--	--	LTI	1	1	20
STI Granted (% of Base) Recvg	3	*3	5	--	--	--	22.4	--	--	Overtime	1	1	20
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--				
Total Cash Comp – Inc Weighted (All)	3	*3	5	--	--	--	136.6	--	--				
Total Cash Comp – Org Weighted (All)	3	*3	N/A	--	--	--	136.2	--	--				
<b>Target Annual Cash Compensation</b>													
STI Threshold (% of Base) Eligible	1	*1	3	--	--	--	--	--	--				
STI Target (% of Base) Eligible	3	*3	5	--	--	--	18.8	--	--				
STI Maximum (% of Base) Eligible	3	*3	5	--	--	--	31.0	--	--				
Target Total Cash Compensation	3	*3	5	--	--	--	132.6	--	--				
<b>Estimated Total Direct Compensation</b>													
Total Perquisite Value (\$ Amount)	0	0	0	--	--	--	--	--	--				
Total LTI (\$ Amount) – Recvg	0	0	0	--	--	--	--	--	--				
Target Total Direct Comp (\$ Amount) – Recvg	0	0	0	--	--	--	--	--	--				
Target Total Direct Comp (\$ Amount) – All	3	*3	5	--	--	--	132.6	--	--				
Total Direct Comp (\$ Amount) – Recvg	0	0	0	--	--	--	--	--	--				
Total Direct Comp (\$ Amount) – All	3	*3	5	--	--	--	136.6	--	--				
<b>Total Other Guaranteed Cash</b>													
Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--				

Year over Year % Increase (Mean):			
Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	3	5	100
Other Guaranteed Cash	0	0	0
Other Non-Guaranteed Cash	1	1	20
LTI	1	1	20
Overtime	1	1	20
Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*2	4	--
Midpoint	*2	4	--
Maximum	*2	4	--
Compa-ratio	2	4	--
Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	0	0	--
Year of Birth	*3	5	--
	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	3	5	0

\*More than 35% of the rates within the sample are supplied by one organization.

**310.100.331 User Services Analyst D****Specialization: Software Support & Training**

At this level, incumbents work on assignments that are complex with little precedence and require specialized knowledge and skills. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. May work as a team leader on projects requiring an advanced knowledge of methods, processes, and techniques. Has full technical knowledge of all phases of activity, and may also instruct, direct and check the work of junior personnel. May provide quality assurance review.

**Incumbents in the same position:**

28

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	5	*6	29	109.7	115.0	124.5	129.4	150.1	151.8
Base Salary – Org Weighted (All)	5	*6	N/A	--	114.8	116.4	123.0	134.2	--
STI Granted (\$ Amount) Recvg	5	*6	28	13.3	18.6	30.8	33.7	49.0	58.8
STI Granted (% of Base) Recvg	5	*6	28	11.4	15.8	24.6	24.8	33.3	39.1
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	3	*4	11	--	--	2.7	2.9	--	--
Total Cash Comp – Inc Weighted (All)	5	*6	29	127.6	131.8	152.3	163.0	199.3	213.5
Total Cash Comp – Org Weighted (All)	5	*6	N/A	--	129.0	136.2	148.8	174.9	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	0	0	0	--	--	--	--	--	--
STI Target (% of Base) Eligible	5	*6	29	14.0	16.5	20.0	18.3	20.0	20.0
STI Maximum (% of Base) Eligible	4	*5	27	25.5	28.0	60.0	45.9	60.0	60.0
Target Total Cash Compensation	5	*6	29	126.3	135.0	147.4	154.4	181.5	185.1

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	*4	24	--	--	0.4	0.7	--	--
Total LTI (\$ Amount) – Recvg	5	*5	17	9.3	9.9	10.7	22.1	39.2	43.7
Target Total Direct Comp (\$ Amount) – Recvg	5	*5	17	135.5	142.2	156.2	170.5	206.7	230.0
Target Total Direct Comp (\$ Amount) – All	5	*6	29	135.7	144.3	158.4	167.9	183.5	226.0
Total Direct Comp (\$ Amount) – Recvg	5	*5	17	134.3	142.9	156.2	176.1	220.5	258.6
Total Direct Comp (\$ Amount) – All	5	*6	29	130.5	145.7	161.6	176.5	199.7	254.4

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	9	--	--	--	--	--	--
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**Year over Year % Increase (Mean):**

3.6%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	5	29	100
Other Guaranteed Cash	2	9	31
Other Non-Guaranteed Cash	3	24	83
LTI	5	29	100
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*4	27	110.8
Midpoint	*4	27	138.5
Maximum	*4	27	166.2
Compa-ratio	4	27	100.7

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	8	--
Year of Birth	*5	29	1973

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	4	27	4

\*More than 35% of the rates within the sample are supplied by one organization.

## 310.100.340 Technical Services Analyst C

Specialization: All Incumbents

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of applications programming activities. Usual qualifications include a university degree with a minimum of 4 years' related experience, or equivalent combination of education and experience.

## Incumbents in the same position:

309

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	84	96	541	80.0	88.6	95.3	95.4	102.7	110.0
Base Salary – Org Weighted (All)	84	96	N/A	81.5	88.1	95.1	94.9	102.9	108.3
STI Granted (\$ Amount) Recvg	69	80	469	6.3	9.7	11.5	12.5	14.3	19.8
STI Granted (% of Base) Recvg	69	80	469	6.7	10.0	12.1	12.9	14.9	19.5
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	9	9	26	0.5	0.6	1.6	1.6	2.2	3.0
Total Cash Comp – Inc Weighted (All)	84	96	541	86.7	96.9	106.5	106.3	116.5	124.8
Total Cash Comp – Org Weighted (All)	84	96	N/A	83.9	95.8	107.5	104.8	115.8	122.9

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	15	17	72	3.4	3.6	5.0	6.4	7.9	14.1
STI Target (% of Base) Eligible	65	75	466	8.0	10.0	10.0	12.2	15.0	17.5
STI Maximum (% of Base) Eligible	45	55	363	12.0	17.5	20.0	22.5	30.0	33.0
Target Total Cash Compensation	74	85	493	89.6	100.0	107.3	107.7	115.9	124.2

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	38	39	203	0.3	0.5	0.8	0.9	0.9	1.5
Total LTI (\$ Amount) – Recvg	43	46	219	2.2	5.6	10.7	12.0	17.0	22.5
Target Total Direct Comp (\$ Amount) – Recvg	36	38	187	106.1	110.4	121.5	123.6	135.6	146.4
Target Total Direct Comp (\$ Amount) – All	74	85	493	90.4	101.9	111.5	112.5	121.5	136.0
Total Direct Comp (\$ Amount) – Recvg	43	46	219	102.1	109.6	117.4	121.4	134.0	143.9
Total Direct Comp (\$ Amount) – All	84	96	541	88.4	100.7	111.0	111.5	121.2	136.2

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	20	20	60	0.9	1.5	2.3	5.2	4.4	13.3
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## Year over Year % Increase (Mean):

2.6%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	76	514	95
Other Guaranteed Cash	24	69	13
Other Non-Guaranteed Cash	21	149	28
LTI	47	266	49
Overtime	19	159	29

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	47	403	78.5
Midpoint	47	403	98.7
Maximum	47	403	118.4
Compa-ratio	47	403	98.6

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	28	95	2000
Year of Birth	81	532	1973

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	78	527	20

\*More than 35% of the rates within the sample are supplied by one organization



## 310.100.340 Technical Services Analyst C

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	40	42	201	91.6	98.0	98.1	104.2	101.9	112.0	111.8	121.5	110.4	119.8	122.6	134.8
Fully Integrated	4	*4	46	--	101.4	97.7	--	--	115.7	112.7	--	--	117.6	117.3	--
Exploration & Production	37	38	155	90.5	97.0	98.2	103.9	101.1	110.7	111.5	119.1	110.9	120.4	124.2	136.1
Services and Drilling	14	14	49	75.0	86.0	83.9	95.0	76.6	92.0	90.4	103.6	77.2	92.8	92.5	107.0
Services and Equipment	12	12	38	72.8	82.3	81.5	90.0	74.8	83.3	85.9	98.2	75.7	85.2	88.6	101.3
Drilling	2	*2	11	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	13	*16	128	86.7	96.5	96.7	107.7	94.7	105.2	106.6	118.6	95.8	105.3	107.2	119.4
Public Sector (Regulatory Agencies, Government)	4	5	16	80.6	93.8	92.6	106.6	84.4	98.0	97.3	109.0	84.7	98.0	97.3	109.0
Pipeline/Midstream	11	*13	107	91.2	95.2	95.4	99.2	101.4	106.6	106.9	111.0	103.4	111.0	110.7	114.9
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	4	5	37	83.1	91.4	91.4	99.9	88.1	102.4	99.2	112.5	88.1	102.4	100.6	112.5
Incumbent Location***															
British Columbia	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	75	82	392	90.2	96.7	97.0	102.7	100.7	108.7	108.8	116.8	105.2	113.6	115.5	123.3
Calgary	71	74	339	90.0	96.1	96.5	102.5	100.0	108.2	108.5	116.5	105.2	113.7	116.0	126.9
Edmonton	6	*9	37	94.3	100.3	100.5	106.2	103.3	110.2	109.8	116.9	103.7	110.2	110.0	116.9
Fort McMurray	3	*3	4	--	--	100.5	--	--	--	113.0	--	--	--	122.4	--
Other Alberta	8	8	12	95.3	98.6	100.0	105.1	106.9	112.8	112.3	117.0	112.3	116.8	116.0	118.7
Manitoba/Saskatchewan	3	*3	23	--	--	84.8	--	--	--	89.9	--	--	--	89.9	--
Eastern Canada	8	*11	113	83.7	92.4	93.1	105.4	91.8	102.0	103.2	118.8	91.9	102.8	104.2	119.6
Atlantic Canada	4	*4	7	--	88.3	86.2	--	--	89.5	92.3	--	--	89.5	92.7	--
Ontario	5	*6	105	83.8	93.6	93.6	106.0	92.8	103.0	104.0	119.0	93.2	103.7	105.0	119.8
Québec	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.340 Technical Services Analyst C

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	79	91	522	1.4	89.0	95.4	95.7	102.7	97.6	107.0	107.0	116.9	101.7	111.7	112.3	121.5
Under \$100 Million	6	6	17	0.1	74.2	89.0	86.9	95.9	76.1	96.7	94.1	106.3	76.4	99.5	95.0	106.3
\$100 < \$500 Million	19	19	39	0.3	85.0	94.0	95.6	107.9	90.7	99.6	102.6	111.6	92.8	108.2	110.9	123.2
\$500 < \$1 Billion	11	11	33	0.8	90.0	99.4	95.3	106.4	100.0	112.4	105.4	119.1	100.7	116.5	112.1	131.6
\$1 < \$3 Billion	26	29	136	2.0	86.0	94.3	92.9	100.8	94.2	107.0	104.1	115.8	98.4	114.0	111.9	123.2
\$3 < \$5 Billion	6	*6	68	3.4	93.6	104.5	101.5	108.5	101.5	116.0	112.3	120.2	102.2	116.5	114.5	121.5
\$5 Billion and Over	13	20	229	16.0	90.2	95.3	96.3	101.4	99.7	106.5	109.0	114.7	103.6	111.3	113.4	118.9
Barrel of Oil Equivalent/Day																
All	40	42	195	71,186	90.3	97.0	97.5	102.7	101.0	110.9	110.8	119.4	108.7	119.2	121.6	133.1
Under 10,000	6	6	17	--	84.0	88.5	91.2	98.5	88.8	97.0	99.7	100.9	89.1	99.3	103.4	110.1
Under 5,000	3	*3	12	--	--	--	88.3	--	--	--	94.1	--	--	--	94.3	--
5,000 < 10,000	3	*3	5	--	--	--	98.2	--	--	--	113.1	--	--	--	125.2	--
10,000 < 100,000	22	22	53	40,710	91.1	97.2	96.4	101.9	100.3	110.0	108.1	116.1	111.3	123.2	125.1	139.9
10,000 < 25,000	7	7	9	--	91.1	95.0	97.6	100.3	105.4	108.5	108.9	112.1	110.0	128.4	129.1	142.0
25,000 < 100,000	15	15	44	70,400	90.6	97.9	96.2	102.0	99.2	110.8	107.9	116.6	111.1	121.4	124.3	138.9
100,000 and Over	12	14	125	260,300	91.7	98.0	98.8	104.5	104.2	112.6	113.4	123.2	110.4	119.4	122.6	132.6
100,000 < 300,000	8	8	54	132,506	94.6	97.8	98.7	103.0	106.9	113.0	114.8	123.2	113.3	120.6	126.0	138.0
300,000 and Over	4	6	71	506,700	91.5	98.0	99.0	107.5	99.1	112.0	112.4	123.3	108.9	117.7	120.0	128.2
Total Employment																
Less than 75	3	3	3	--	--	--	92.2	--	--	--	100.2	--	--	--	103.8	--
75 < 350	23	23	45	197	89.8	95.4	96.3	104.3	96.9	108.5	107.1	118.0	106.7	117.9	120.1	137.2
350 < 1,500	29	29	160	716	89.7	97.4	96.7	105.9	98.8	110.2	107.3	119.0	102.2	116.7	114.7	125.3
1,500 and Over	29	39	318	3,505	88.1	95.0	94.9	101.3	97.3	106.0	106.6	114.7	100.0	110.1	109.8	117.4

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.340 Technical Services Analyst C****Specialization: Databases**

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of applications programming activities. Usual qualifications include a university degree with a minimum of 4 years' related experience, or equivalent combination of education and experience.

**Incumbents in the same position:**

14

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	12	14	27	77.8	82.1	94.4	95.9	106.4	116.4
Base Salary – Org Weighted (All)	12	14	N/A	79.6	82.3	98.6	97.7	107.6	121.8
STI Granted (\$ Amount) Recvg	12	14	26	4.1	6.0	10.1	11.2	14.4	19.6
STI Granted (% of Base) Recvg	12	14	26	3.9	7.6	12.1	11.7	16.0	18.9
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	12	14	27	84.4	91.9	105.3	106.7	119.4	130.4
Total Cash Comp – Org Weighted (All)	12	14	N/A	85.2	94.3	108.3	109.9	118.0	144.8

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	5	*5	9	--	1.3	1.3	4.2	7.5	--
STI Target (% of Base) Eligible	12	14	27	2.5	10.0	10.0	10.9	14.0	15.0
STI Maximum (% of Base) Eligible	10	12	23	5.0	10.5	20.0	18.3	21.0	33.0
Target Total Cash Compensation	12	14	27	85.4	93.3	105.7	106.3	117.0	124.3

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	4	*4	7	--	--	0.4	0.9	--	--
Total LTI (\$ Amount) – Recvg	5	*6	8	--	2.6	8.7	12.5	19.9	--
Target Total Direct Comp (\$ Amount) – Recvg	5	*6	8	--	89.8	111.4	116.9	140.7	--
Target Total Direct Comp (\$ Amount) – All	12	14	27	86.3	93.3	105.7	110.2	119.7	146.2
Total Direct Comp (\$ Amount) – Recvg	5	*6	8	--	87.5	106.2	116.4	147.2	--
Total Direct Comp (\$ Amount) – All	12	14	27	86.4	91.9	105.6	110.7	121.5	152.4

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization.

**Year over Year % Increase (Mean):**

2.1%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	12	27	100
Other Guaranteed Cash	1	1	4
Other Non-Guaranteed Cash	2	4	15
LTI	6	11	41
Overtime	3	10	37

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	8	18	85.8
Midpoint	8	18	103.6
Maximum	8	18	116.4
Compa-ratio	8	18	99.9

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	3	3	--
Year of Birth	11	26	1973

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	11	26	12

**310.100.340 Technical Services Analyst C****Specialization:** Enterprise Resource Planning

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of applications programming activities. Usual qualifications include a university degree with a minimum of 4 years' related experience, or equivalent combination of education and experience.

**Incumbents in the same position:**

22

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	13	13	34	80.0	88.2	91.8	93.8	97.9	111.1
Base Salary – Org Weighted (All)	13	13	N/A	85.5	90.7	97.8	99.2	109.6	116.1
STI Granted (\$ Amount) Recvg	10	10	28	6.4	10.2	12.6	14.8	18.8	24.2
STI Granted (% of Base) Recvg	10	10	28	7.9	11.8	13.7	16.0	19.9	22.2
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	*2	6	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	13	13	34	89.4	97.9	105.8	106.4	117.0	122.5
Total Cash Comp – Org Weighted (All)	13	13	N/A	94.0	100.7	112.6	110.9	119.4	130.9

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	4	*4	7	--	--	15.0	11.9	--	--
STI Target (% of Base) Eligible	10	10	27	10.0	14.0	15.0	15.1	15.0	20.0
STI Maximum (% of Base) Eligible	9	9	23	20.0	21.0	30.0	26.3	30.0	30.0
Target Total Cash Compensation	12	12	30	93.0	101.8	107.8	108.0	112.2	128.5

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	5	*5	10	0.3	0.4	0.5	0.8	1.0	2.8
Total LTI (\$ Amount) – Recvg	4	4	15	--	--	13.6	14.3	--	--
Target Total Direct Comp (\$ Amount) – Recvg	3	*3	11	--	--	--	127.3	--	--
Target Total Direct Comp (\$ Amount) – All	12	12	30	93.5	103.1	111.3	114.2	127.2	135.6
Total Direct Comp (\$ Amount) – Recvg	4	4	15	--	--	119.4	120.0	--	--
Total Direct Comp (\$ Amount) – All	13	13	34	94.9	102.4	112.7	113.0	123.6	135.8

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	3	--	--	--	--	--	--
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**Year over Year % Increase (Mean):**

3.6%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	11	31	91
Other Guaranteed Cash	1	3	9
Other Non-Guaranteed Cash	4	11	32
LTI	5	16	47
Overtime	4	10	29

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	9	22	79.8
Midpoint	9	22	96.7
Maximum	9	22	115.2
Compa-ratio	9	22	93.2

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	6	--
Year of Birth	13	32	1975

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	13	34	29

\*More than 35% of the rates within the sample are supplied by one organization

## CA MTCS for the Energy Sector

## 310.100.340 Technical Services Analyst C

## Specialization: Networks

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of applications programming activities. Usual qualifications include a university degree with a minimum of 4 years' related experience, or equivalent combination of education and experience.

## Incumbents in the same position:

60

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	21	24	68	79.7	88.0	97.1	95.7	106.0	109.2
Base Salary – Org Weighted (All)	21	24	N/A	77.7	85.6	99.6	95.9	105.3	109.3
STI Granted (\$ Amount) Recvg	17	20	58	4.9	8.0	11.4	11.7	14.9	18.1
STI Granted (% of Base) Recvg	17	20	58	5.9	9.2	12.8	12.1	15.8	16.7
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	*2	5	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	21	24	68	87.6	95.0	106.9	105.7	116.7	126.2
Total Cash Comp – Org Weighted (All)	21	24	N/A	80.6	95.8	110.0	106.3	116.9	127.8

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	6	7	17	3.6	4.5	5.0	6.4	6.3	15.0
STI Target (% of Base) Eligible	16	18	41	10.0	10.0	12.0	12.4	14.0	15.0
STI Maximum (% of Base) Eligible	12	14	33	18.5	20.0	21.0	22.6	28.0	30.0
Target Total Cash Compensation	19	21	49	83.1	97.5	110.0	107.9	121.0	124.8

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	11	12	25	0.3	0.3	0.5	0.7	1.1	1.7
Total LTI (\$ Amount) – Recvg	11	*12	37	2.8	8.3	10.7	11.9	16.2	22.8
Target Total Direct Comp (\$ Amount) – Recvg	9	9	18	107.7	118.9	131.6	129.6	142.0	149.8
Target Total Direct Comp (\$ Amount) – All	19	21	49	83.4	99.4	116.4	112.6	124.7	140.9
Total Direct Comp (\$ Amount) – Recvg	11	*12	37	101.2	106.5	117.0	119.5	135.5	141.4
Total Direct Comp (\$ Amount) – All	21	24	68	88.7	101.7	113.3	112.5	120.3	138.0

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	8	8	17	1.0	1.5	2.7	8.5	13.3	24.5
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## Year over Year % Increase (Mean):

2.6%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	18	60	88
Other Guaranteed Cash	8	18	26
Other Non-Guaranteed Cash	6	14	21
LTI	11	41	60
Overtime	4	15	22

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*12	45	76.8
Midpoint	*12	45	96.0
Maximum	*12	45	115.2
Compa-ratio	12	45	99.6

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*10	28	1999
Year of Birth	21	68	1972

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	19	62	16

\*More than 35% of the rates within the sample are supplied by one organization.

**310.100.340 Technical Services Analyst C****Specialization: Operating Systems**

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include databases, networks, operating systems, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of applications programming activities. Usual qualifications include a university degree with a minimum of 4 years' related experience, or equivalent combination of education and experience.

<b>Incumbents in the same position:</b>	8									<b>Year over Year % Increase (Mean):</b>			0.6%
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Actual Annual Cash Compensation</b>													
Base Salary – Inc Weighted (All)	11	11	20	60.2	77.3	89.6	89.1	100.9	118.4	STI	11	20	100
Base Salary – Org Weighted (All)	11	11	N/A	64.0	89.5	93.2	94.6	100.9	119.2	Other Guaranteed Cash	3	4	20
STI Granted (\$ Amount) Recvg	9	9	15	2.3	9.7	11.4	12.8	13.4	25.2	Other Non-Guaranteed Cash	3	6	30
STI Granted (% of Base) Recvg	9	9	15	2.1	10.0	12.9	13.0	14.8	22.6	LTI	4	6	30
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--	Overtime	1	1	5
Total Cash Comp – Inc Weighted (All)	11	11	20	60.2	85.9	99.4	98.7	117.8	141.7				
Total Cash Comp – Org Weighted (All)	11	11	N/A	65.5	92.7	104.5	104.6	119.1	141.4				
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
STI Threshold (% of Base) Eligible	4	*4	8	--	--	4.0	6.5	--	--	Minimum	6	10	80.5
STI Target (% of Base) Eligible	9	9	15	7.0	10.0	12.0	12.7	15.0	20.0	Midpoint	6	10	94.7
STI Maximum (% of Base) Eligible	7	7	13	11.0	20.0	24.0	23.2	28.0	30.0	Maximum	6	10	110.7
Target Total Cash Compensation	9	9	15	90.9	96.2	104.9	109.4	119.5	143.7	Compa-ratio	6	10	91.7
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Perquisite Value (\$ Amount)	4	*4	7	--	--	0.8	0.8	--	--	Graduation Year	5	5	2005
Total LTI (\$ Amount) – Recvg	4	*4	6	--	--	15.9	13.5	--	--	Year of Birth	11	20	1978
Target Total Direct Comp (\$ Amount) – Recvg	4	*4	6	--	--	111.8	115.7	--	--				
Target Total Direct Comp (\$ Amount) – All	9	9	15	96.8	99.8	111.8	115.2	120.3	145.8		<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Total Direct Comp (\$ Amount) – Recvg	4	*4	6	--	--	112.2	114.5	--	--	Hired since 2014	11	20	30
Total Direct Comp (\$ Amount) – All	11	11	20	60.2	91.2	101.6	103.0	118.2	146.8				
<b>Total Other Guaranteed Cash</b>													
Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	3	--	--	--	--	--	--				

\*More than 35% of the rates within the sample are supplied by one organization

**310.100.341 User Services Analyst C****Specialization: All Incumbents**

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of activities. Usual qualifications include a university degree with a minimum of 4 years related experience, or equivalent combination of education and experience.

<b>Incumbents in the same position:</b>	174									<b>Year over Year % Increase (Mean):</b>	2.9%		
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>	<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
<b>Actual Annual Cash Compensation</b>													
Base Salary – Inc Weighted (All)	65	66	246	68.3	77.9	90.0	88.7	98.2	104.1	STI	54	196	80
Base Salary – Org Weighted (All)	65	66	N/A	72.3	79.9	88.0	88.0	97.3	101.8	Other Guaranteed Cash	19	55	22
STI Granted (\$ Amount) Recvg	50	51	188	5.9	8.7	12.0	13.9	18.6	26.4	Other Non-Guaranteed Cash	14	59	24
STI Granted (% of Base) Recvg	50	51	188	6.1	9.8	13.2	14.5	18.4	25.1	LTI	32	147	60
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	5	*5	17	0.5	0.8	2.2	1.8	2.2	2.7	Overtime	16	55	22
Total Cash Comp – Inc Weighted (All)	65	66	246	70.7	83.1	101.1	99.4	113.5	125.2				
Total Cash Comp – Org Weighted (All)	65	66	N/A	75.3	83.1	100.2	96.9	108.9	122.1				
<b>Target Annual Cash Compensation</b>										<b>Salary Range</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
STI Threshold (% of Base) Eligible	5	*5	14	3.5	5.0	5.0	5.1	6.0	6.5	Minimum	31	160	78.4
STI Target (% of Base) Eligible	45	45	164	10.0	12.0	14.0	13.8	15.0	20.0	Midpoint	31	162	98.0
STI Maximum (% of Base) Eligible	28	28	139	17.5	21.0	24.0	28.9	40.0	45.0	Maximum	31	160	115.2
Target Total Cash Compensation	56	56	214	68.8	82.9	104.7	99.3	112.5	123.4	Compa-ratio	31	162	96.0
<b>Estimated Total Direct Compensation</b>										<b>Demographics</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>Median</b>
Total Perquisite Value (\$ Amount)	27	27	89	0.3	0.3	0.4	1.2	1.5	2.0	Graduation Year	23	60	2000
Total LTI (\$ Amount) – Recvg	28	29	100	3.0	5.4	9.9	11.2	13.5	17.9	Year of Birth	64	244	1973
Target Total Direct Comp (\$ Amount) – Recvg	24	24	75	103.6	111.5	119.8	120.6	129.2	135.9				
Target Total Direct Comp (\$ Amount) – All	56	56	214	68.8	84.0	107.3	103.2	119.9	133.5				
Total Direct Comp (\$ Amount) – Recvg	28	29	100	97.2	106.2	118.1	118.4	129.4	140.7				
Total Direct Comp (\$ Amount) – All	65	66	246	70.7	85.5	104.8	104.4	120.3	137.1				
<b>Total Other Guaranteed Cash</b>											<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
Total Other Guaranteed Cash (\$ Amount) Recvg	14	*14	47	0.8	1.2	2.2	5.1	4.9	16.2	Hired since 2014	62	229	10

\*More than 35% of the rates within the sample are supplied by one organization

## 310.100.341 User Services Analyst C

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	31	32	144	89.3	95.3	95.9	101.5	98.7	108.2	110.6	121.3	103.8	115.2	118.3	129.4
Fully Integrated	4	4	67	--	99.3	100.5	--	--	119.6	120.4	--	--	123.4	124.5	--
Exploration & Production	27	28	77	86.0	93.2	91.9	98.5	93.7	102.0	102.2	110.9	102.1	113.0	112.9	120.7
Services and Drilling	11	11	22	71.2	77.2	78.4	83.0	71.9	82.5	82.3	88.3	74.6	83.1	84.3	91.0
Services and Equipment	9	9	18	71.2	78.5	78.9	83.7	71.2	81.4	81.6	87.7	71.6	82.5	84.1	92.6
Drilling	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	6	*6	13	83.9	89.7	90.8	98.0	96.4	101.8	101.7	109.3	96.4	101.8	101.7	109.3
Public Sector (Regulatory Agencies, Government)	2	*2	12	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	6	*6	11	87.0	93.3	91.5	96.5	97.0	104.0	102.3	107.0	97.3	112.5	109.0	122.6
Upgrading	1	*1	2	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	5	*5	30	61.3	67.4	68.1	74.8	61.3	67.4	68.4	74.8	61.3	67.4	68.4	75.0
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	3	*3	12	--	--	78.9	--	--	--	90.6	--	--	--	90.7	--
Incumbent Location***															
British Columbia	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	58	59	205	82.2	92.4	91.1	99.3	87.6	102.4	102.4	114.9	93.2	109.3	108.3	122.5
Calgary	53	53	173	85.2	93.3	92.6	100.0	93.4	104.4	104.7	115.9	97.8	112.5	111.1	124.2
Edmonton	5	*5	13	68.8	75.4	76.3	82.7	68.8	75.4	78.5	85.4	68.8	75.4	78.5	85.5
Fort McMurray	4	4	7	--	95.5	91.8	--	--	108.8	103.3	--	--	109.3	106.1	--
Other Alberta	9	9	12	76.3	81.5	85.0	97.5	77.9	93.5	95.0	110.2	77.9	96.1	100.9	112.4
Manitoba/Saskatchewan	4	*4	12	--	70.8	74.3	--	--	80.6	84.2	--	--	80.6	84.3	--
Eastern Canada	6	*6	24	62.7	73.2	78.6	92.6	62.7	78.9	86.3	106.6	62.7	78.9	86.6	106.6
Atlantic Canada	3	*3	5	--	--	69.3	--	--	--	71.8	--	--	--	73.3	--
Ontario	4	*4	19	--	83.6	81.0	--	--	96.1	90.1	--	--	96.1	90.2	--
Québec	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent



2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.341 User Services Analyst C

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	59	60	237	1.4	77.6	91.2	88.8	98.5	83.1	101.4	99.7	114.1	85.9	105.4	104.8	120.6
Under \$100 Million	2	*2	5	--	--	--	--	--	--	--	--	--	--	--	--	--
\$100 < \$500 Million	13	*13	26	0.2	75.7	76.7	80.8	84.1	75.7	79.6	85.7	100.3	75.7	79.6	88.4	101.9
\$500 < \$1 Billion	10	10	12	0.7	76.8	83.5	85.5	94.8	82.4	90.8	92.9	103.3	86.3	102.5	109.0	136.5
\$1 < \$3 Billion	20	20	77	2.0	67.3	80.5	79.5	93.3	70.2	83.2	86.4	104.9	70.2	85.4	89.4	110.1
\$3 < \$5 Billion	3	*3	4	--	--	--	97.6	--	--	--	105.1	--	--	--	108.1	--
\$5 Billion and Over	11	12	113	18.9	90.0	95.5	96.9	103.6	98.7	110.9	112.6	123.3	103.7	115.5	118.4	130.1
Barrel of Oil Equivalent/Day																
All	32	33	127	70,793	87.9	93.4	93.1	100.0	96.0	105.3	105.7	115.0	102.1	113.0	114.1	123.4
Under 10,000	4	4	6	--	--	88.3	86.0	--	--	100.1	95.1	--	--	100.1	97.4	--
Under 5,000	2	*2	4	--	--	--	--	--	--	--	--	--	--	--	--	--
5,000 < 10,000	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	18	18	29	43,123	85.1	92.8	91.4	98.9	95.2	104.0	102.5	110.9	101.8	114.0	116.2	129.9
10,000 < 25,000	7	7	9	--	79.6	85.0	87.6	99.7	85.2	99.3	99.6	108.1	107.6	127.5	128.0	148.9
25,000 < 100,000	11	11	20	70,400	88.9	93.7	93.1	98.7	97.3	104.5	103.9	111.1	101.4	110.6	110.8	119.0
100,000 and Over	10	11	92	284,413	88.3	93.7	94.1	100.0	97.7	106.2	107.4	117.8	102.2	113.0	114.6	123.1
100,000 < 300,000	6	*6	57	180,404	92.0	94.2	95.3	100.2	102.0	108.0	110.9	120.1	104.1	113.1	116.6	128.5
300,000 and Over	4	*5	35	506,700	83.0	90.0	92.1	100.0	90.3	98.4	101.7	115.7	101.2	110.6	111.3	121.6
Total Employment																
Less than 75	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	17	17	22	234	81.4	94.2	89.9	100.0	87.4	104.7	99.9	110.3	98.4	115.2	114.3	126.6
350 < 1,500	20	20	42	640	76.2	87.5	85.7	94.0	76.4	95.2	92.9	107.0	76.4	99.5	97.5	114.1
1,500 and Over	23	24	175	3,666	80.7	92.0	89.6	99.3	85.4	101.6	101.5	116.7	88.8	105.6	105.5	121.5

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.341 User Services Analyst C****Specialization: Hardware**

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of activities. Usual qualifications include a university degree with a minimum of 4 years related experience, or equivalent combination of education and experience.

**Incumbents in the same position:**

7

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	4	*4	10	--	--	95.7	95.8	--	--
Base Salary – Org Weighted (All)	4	*4	N/A	--	--	97.0	94.3	--	--
STI Granted (\$ Amount) Recvg	4	*4	9	--	--	13.0	13.4	--	--
STI Granted (% of Base) Recvg	4	*4	9	--	--	14.5	14.0	--	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	2	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	4	*4	10	--	--	107.3	108.1	--	--
Total Cash Comp – Org Weighted (All)	4	*4	N/A	--	--	107.7	107.7	--	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	0	0	0	--	--	--	--	--	--
STI Target (% of Base) Eligible	4	*4	10	--	--	12.0	12.4	--	--
STI Maximum (% of Base) Eligible	2	*2	7	--	--	--	--	--	--
Target Total Cash Compensation	4	*4	10	--	--	106.7	107.9	--	--

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	2	*2	7	--	--	--	--	--	--
Total LTI (\$ Amount) – Recvg	1	*1	5	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	1	*1	5	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	4	*4	10	--	--	112.6	112.7	--	--
Total Direct Comp (\$ Amount) – Recvg	1	*1	5	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	4	*4	10	--	--	114.3	112.9	--	--

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	7	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization.

**Year over Year % Increase (Mean):**

0.2%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	4	10	100
Other Guaranteed Cash	2	7	70
Other Non-Guaranteed Cash	3	8	80
LTI	3	7	70
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*2	7	--
Midpoint	*2	7	--
Maximum	*2	7	--
Compa-ratio	2	7	--

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	3	--
Year of Birth	*4	10	1977

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	4	10	20

2015

## CA MTCS for the Energy Sector

## 310.100.341 User Services Analyst C

Specialization: Help Desk

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of activities. Usual qualifications include a university degree with a minimum of 4 years related experience, or equivalent combination of education and experience.

## Incumbents in the same position:

39

(Compensation Data  
Displayed in \$000s)

## Actual Annual Cash Compensation

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	20	21	71	60.2	64.3	76.0	75.5	82.1	93.1
Base Salary – Org Weighted (All)	20	21	N/A	66.2	73.6	82.0	82.3	89.2	97.7
STI Granted (\$ Amount) Recvg	13	14	31	3.7	6.2	9.2	10.5	14.5	17.9
STI Granted (% of Base) Recvg	13	14	31	4.1	8.1	13.3	12.6	15.6	21.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	20	21	71	60.2	68.7	76.4	80.1	88.1	105.5
Total Cash Comp – Org Weighted (All)	20	21	N/A	66.2	78.9	87.6	89.7	103.5	112.0

## Target Annual Cash Compensation

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	11	*11	21	10.0	10.0	12.0	11.8	14.0	15.0
STI Maximum (% of Base) Eligible	7	*7	16	13.5	15.0	20.0	20.2	23.3	31.8
Target Total Cash Compensation	18	*18	61	59.1	65.9	75.0	77.4	83.8	105.0

## Estimated Total Direct Compensation

Total Perquisite Value (\$ Amount)	8	8	9	--	0.3	1.5	3.0	4.3	--
Total LTI (\$ Amount) – Recvg	7	*8	17	5.3	8.8	10.5	15.4	18.2	35.4
Target Total Direct Comp (\$ Amount) – Recvg	5	5	7	--	107.3	129.1	123.6	134.5	--
Target Total Direct Comp (\$ Amount) – All	18	*18	61	59.1	65.9	75.0	80.0	84.7	108.9
Total Direct Comp (\$ Amount) – Recvg	7	*8	17	90.5	98.2	113.0	113.5	124.5	143.4
Total Direct Comp (\$ Amount) – All	20	21	71	60.2	68.7	76.4	84.1	98.2	114.4

## Total Other Guaranteed Cash

Total Other Guaranteed Cash (\$ Amount) Recvg	4	*4	5	--	--	7.7	9.1	--	--
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\*More than 35% of the rates within the sample are supplied by one organization

## Year over Year % Increase (Mean):

5.1%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	13	31	44
Other Guaranteed Cash	4	6	8
Other Non-Guaranteed Cash	4	6	8
LTI	8	18	25
Overtime	6	36	51

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*11	29	72.1
Midpoint	*11	29	90.1
Maximum	*11	29	108.1
Compa-ratio	11	29	85.6

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	7	15	1997
Year of Birth	20	71	1971

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	18	59	5

**310.100.341 User Services Analyst C****Specialization: Software Support & Training**

At this level, incumbents work on assignments that are varied and complex and may require a thorough knowledge of methods, processes and techniques. Areas of specialty include hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. Competent to work at the highest technical level of all phases of activities. Usual qualifications include a university degree with a minimum of 4 years related experience, or equivalent combination of education and experience

**Incumbents in the same position:**

22

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	11	11	28	87.0	90.0	94.4	96.6	99.7	113.7
Base Salary – Org Weighted (All)	11	11	N/A	87.0	90.7	95.6	97.1	98.7	113.3
STI Granted (\$ Amount) Recvg	11	11	28	5.8	9.0	11.3	12.7	14.3	22.2
STI Granted (% of Base) Recvg	11	11	28	5.9	10.1	11.6	12.8	14.5	22.7
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	1	*1	6	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	11	11	28	95.9	99.6	106.6	109.7	115.5	130.3
Total Cash Comp – Org Weighted (All)	11	11	N/A	96.2	100.3	107.4	109.3	110.1	133.9

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	9	9	26	11.4	13.5	15.0	14.0	15.0	15.0
STI Maximum (% of Base) Eligible	8	8	25	17.5	20.5	24.0	26.6	30.0	45.0
Target Total Cash Compensation	9	9	26	100.6	105.2	107.9	110.9	113.4	127.3

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	6	6	15	0.3	0.3	0.4	0.6	0.5	1.5
Total LTI (\$ Amount) – Recvg	5	5	18	3.0	3.0	13.1	10.2	15.5	17.9
Target Total Direct Comp (\$ Amount) – Recvg	4	*4	17	--	--	119.2	118.0	--	--
Target Total Direct Comp (\$ Amount) – All	9	9	26	105.9	110.9	115.3	117.7	125.2	132.7
Total Direct Comp (\$ Amount) – Recvg	5	5	18	104.8	109.2	113.3	115.6	121.9	131.0
Total Direct Comp (\$ Amount) – All	11	11	28	99.1	108.1	113.3	116.6	122.4	134.5

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	4	*4	9	--	--	0.9	1.8	--	--
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**Year over Year % Increase (Mean):**

1.8%

	Dist. Orgs	Num Obs	% of Obs Elig
Incentives and Eligibility			
STI	11	28	100
Other Guaranteed Cash	4	9	32
Other Non-Guaranteed Cash	4	14	50
LTI	8	25	89
Overtime	3	3	11

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	8	25	78.4
Midpoint	8	25	98.0
Maximum	8	25	117.6
Compa-ratio	8	25	99.1

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*4	8	1996
Year of Birth	11	28	1969

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	11	28	14

\*More than 35% of the rates within the sample are supplied by one organization.

**310.100.350 Technical Services Analyst B****Specialization:** All Incumbents

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including databases, networks, operating systems or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years' related experience; technical school diploma with a minimum of 4 years' related experience, or high school diploma with 8 years' related experience

**Incumbents in the same position:**

137

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	57	64	253	66.3	73.3	78.3	79.5	87.0	93.4
Base Salary – Org Weighted (All)	57	64	N/A	65.7	72.9	77.6	79.1	86.6	93.1
STI Granted (\$ Amount) Recvg	47	53	202	3.9	6.6	9.0	9.3	11.0	16.0
STI Granted (% of Base) Recvg	47	53	202	4.9	8.9	11.4	11.4	13.3	18.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	6	*6	14	0.3	0.6	1.2	1.3	2.2	2.2
Total Cash Comp – Inc Weighted (All)	57	64	253	69.1	78.7	86.9	87.1	96.1	106.2
Total Cash Comp – Org Weighted (All)	57	64	N/A	70.1	79.6	87.7	87.0	96.6	104.9

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	9	9	29	1.3	3.4	4.0	4.8	6.0	7.5
STI Target (% of Base) Eligible	42	49	183	10.0	10.0	10.0	11.4	15.0	15.0
STI Maximum (% of Base) Eligible	33	39	143	15.0	20.0	20.0	23.2	30.0	33.0
Target Total Cash Compensation	51	58	220	71.3	81.3	87.3	88.3	98.4	106.4

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	23	27	76	0.3	0.3	0.5	0.7	0.8	1.0
Total LTI (\$ Amount) – Recvg	25	26	86	4.3	4.7	6.7	9.2	11.7	17.4
Target Total Direct Comp (\$ Amount) – Recvg	20	*21	66	87.8	90.7	95.5	99.6	108.2	120.4
Target Total Direct Comp (\$ Amount) – All	51	58	220	72.4	82.4	90.8	90.9	100.1	108.9
Total Direct Comp (\$ Amount) – Recvg	25	26	86	80.0	90.2	94.5	97.8	103.5	122.7
Total Direct Comp (\$ Amount) – All	57	64	253	70.4	80.2	90.2	90.4	99.2	110.1

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	8	*8	16	0.6	1.1	1.2	2.9	2.2	13.6
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**Year over Year % Increase (Mean):**

3.1%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	49	216	85
Other Guaranteed Cash	10	22	9
Other Non-Guaranteed Cash	16	60	24
LTI	30	121	48
Overtime	12	73	29

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	31	175	66.6
Midpoint	31	175	84.5
Maximum	31	175	101.0
Compa-ratio	31	175	96.1

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*11	24	2005
Year of Birth	55	251	1977

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	55	249	21

\*More than 35% of the rates within the sample are supplied by one organization

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.350 Technical Services Analyst B

Scope Category	Distinct Orgs	Num Orgs	Num Obs	Base Salary				Total Cash Compensation				Total Direct Compensation			
				25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Primary Industry Segment**															
Fully Integrated and Exploration & Production	22	23	69	75.0	82.0	82.2	89.7	83.7	91.7	93.1	105.5	93.7	101.1	101.3	110.1
Fully Integrated	3	*3	20	--	--	87.4	--	--	--	102.9	--	--	--	106.6	--
Exploration & Production	19	20	49	74.5	78.0	80.0	86.8	82.1	89.7	89.1	96.7	91.7	98.7	99.1	107.9
Services and Drilling	16	17	59	65.8	73.5	72.4	79.0	67.6	76.8	76.4	83.8	68.7	78.3	77.7	83.8
Services and Equipment	13	14	53	64.4	73.0	71.4	77.5	66.4	75.5	75.1	82.2	68.5	77.0	76.6	83.4
Drilling	3	*3	6	--	--	81.1	--	--	--	87.7	--	--	--	87.7	--
Energy Marketing	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Utilities	6	*7	48	76.1	87.5	85.9	91.2	82.4	93.1	92.1	101.6	82.6	93.2	92.1	101.6
Public Sector (Regulatory Agencies, Government)	1	*1	3	--	--	--	--	--	--	--	--	--	--	--	--
Pipeline/Midstream	9	*10	53	75.1	77.5	78.1	80.3	83.5	86.9	87.2	89.7	85.6	90.2	90.6	94.4
Upgrading	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Downstream (Refining, Petrochemical Manufacturing)	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Engineering, Procurement & Construction	3	*3	11	--	--	72.9	--	--	--	75.8	--	--	--	76.0	--
Alternative Energy	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Other	3	*3	10	--	--	87.7	--	--	--	95.9	--	--	--	97.6	--

**Incumbent Location\*\*\***

British Columbia	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
All Alberta	52	56	212	74.0	78.4	79.8	86.8	80.7	87.5	87.7	96.1	82.1	91.8	91.4	99.3
Calgary	49	53	181	74.7	79.0	80.1	86.3	81.3	88.1	88.4	96.2	83.8	93.4	92.5	100.3
Edmonton	7	*7	19	73.7	78.4	80.6	90.0	79.9	87.1	87.7	98.4	80.2	87.1	87.8	98.4
Fort McMurray	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--
Other Alberta	4	*4	10	--	72.0	69.9	--	--	72.0	72.8	--	--	79.3	76.4	--
Manitoba/Saskatchewan	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--
Eastern Canada	6	*7	30	70.5	76.9	80.1	89.1	75.5	85.4	87.0	102.3	75.5	85.9	88.3	102.8
Atlantic Canada	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--
Ontario	5	*5	27	70.6	76.7	79.8	88.1	75.7	84.8	86.0	101.7	75.7	84.8	87.1	101.7
Québec	2	*2	2	--	--	--	--	--	--	--	--	--	--	--	--

\*More than 35% of the rates within the sample are supplied by one organization

\*\*Incumbents in this table are classified under the industry segment of the entity with which they are associated

\*\*\*Incumbents in this table are assigned to locations based on the workplace postal code reported for the incumbent.

2015

## CA MTCS for the Energy Sector

## Scope Analysis

## 310.100.350 Technical Services Analyst B

10,100,350

Technical Services Analyst B

Scope Category**	Distinct Orgs	Num Orgs	Num Obs	Median Scope	Base Salary				Total Cash Compensation				Total Direct Compensation			
					25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile	25th %ile	Median	Mean	75th %ile
Net Sales Revenue																
All	55	62	247	2.1	73.7	78.3	79.7	86.9	79.2	86.9	87.4	96.1	80.7	90.5	90.8	99.3
Under \$100 Million	4	*4	10	--	--	76.2	77.9	--	--	85.7	85.5	--	--	85.7	85.6	--
\$100 < \$500 Million	8	8	16	0.4	70.6	75.4	77.4	81.8	72.9	81.0	84.4	90.5	75.4	81.2	89.7	105.7
\$500 < \$1 Billion	7	7	21	0.8	59.3	79.0	77.5	91.7	59.3	86.2	83.2	103.6	59.3	87.2	85.3	106.1
\$1 < \$3 Billion	18	19	68	2.1	71.3	79.4	78.6	86.8	72.3	85.9	84.0	96.6	75.7	89.0	87.2	99.1
\$3 < \$5 Billion	5	*5	25	3.5	75.3	88.0	86.7	93.5	84.6	91.7	94.1	99.6	85.4	95.1	97.0	107.6
\$5 Billion and Over	13	19	107	16.0	74.9	78.3	79.6	84.6	82.3	87.1	89.4	94.8	85.3	92.4	93.3	99.0
Barrel of Oil Equivalent/Day																
All	23	23	72	103,989	74.8	79.2	81.6	89.5	82.3	90.5	92.1	104.9	90.7	99.0	100.0	109.7
Under 10,000	3	*3	7	--	--	--	80.5	--	--	--	88.1	--	--	--	88.6	--
Under 5,000	3	*3	7	--	--	--	80.5	--	--	--	88.1	--	--	--	88.6	--
5,000 < 10,000	0	0	0	--	--	--	--	--	--	--	--	--	--	--	--	--
10,000 < 100,000	8	*8	13	69,716	76.3	88.1	85.8	95.0	86.6	96.6	95.6	107.2	100.1	109.8	106.9	114.5
10,000 < 25,000	3	*3	4	--	--	--	78.8	--	--	--	87.9	--	--	--	108.6	--
25,000 < 100,000	5	*5	9	--	82.7	88.5	89.0	97.5	95.0	97.5	99.1	108.3	100.1	109.8	106.1	113.4
100,000 and Over	12	12	52	260,300	74.9	78.7	80.7	88.8	82.5	89.9	91.8	104.9	92.1	98.3	99.8	108.1
100,000 < 300,000	8	*8	17	132,506	73.2	76.9	77.0	79.8	83.9	88.9	87.7	91.8	88.3	94.0	96.4	102.6
300,000 and Over	4	*4	35	--	--	82.7	82.4	--	--	90.4	93.8	--	--	101.3	101.4	--
Total Employment																
Less than 75	1	*1	1	--	--	--	--	--	--	--	--	--	--	--	--	--
75 < 350	7	8	11	101	72.5	75.5	76.1	81.8	75.0	89.9	85.1	94.8	82.7	90.4	95.9	110.3
350 < 1,500	18	18	63	741	75.6	84.0	83.1	90.5	84.3	91.4	91.1	101.1	86.0	96.7	95.3	105.5
1,500 and Over	28	34	169	3,586	72.5	77.5	78.3	84.3	77.5	85.7	85.8	94.0	78.8	88.6	88.5	96.1

\*More than 35% of the rates within the sample are supplied by one organization.

\*\*Incumbents on this page are assigned to scope categories based on the total scope values of the participant, as opposed to the scope values of the individual entities (corporate, subsidiary, group or division) with which the incumbents are associated

**310.100.350 Technical Services Analyst B****Specialization: Databases**

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including databases, networks, operating systems or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years' related experience; technical school diploma with a minimum of 4 years' related experience; or high school diploma with 8 years' related experience

**Incumbents in the same position:**

2

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	3	3	3	--	--	--	83.2	--	--
Base Salary – Org Weighted (All)	3	3	N/A	--	--	--	83.2	--	--
STI Granted (\$ Amount) Recvg	3	3	3	--	--	--	7.5	--	--
STI Granted (% of Base) Recvg	3	3	3	--	--	--	9.2	--	--
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	3	3	3	--	--	--	90.7	--	--
Total Cash Comp – Org Weighted (All)	3	3	N/A	--	--	--	90.7	--	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	3	3	3	--	--	--	11.7	--	--
STI Maximum (% of Base) Eligible	3	3	3	--	--	--	21.7	--	--
Target Total Cash Compensation	3	3	3	--	--	--	93.2	--	--

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	3	3	--	--	--	0.7	--	--
Total LTI (\$ Amount) – Recvg	1	*1	1	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	1	*1	1	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	3	3	3	--	--	--	94.7	--	--
Total Direct Comp (\$ Amount) – Recvg	1	*1	1	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	3	3	3	--	--	--	92.2	--	--

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--
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**Year over Year % Increase (Mean):**

--%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	3	3	100
Other Guaranteed Cash	0	0	0
Other Non-Guaranteed Cash	1	1	33
LTI	1	1	33
Overtime	0	0	0

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*2	2	--
Midpoint	*2	2	--
Maximum	*2	2	--
Compa-ratio	2	2	--

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*1	1	--
Year of Birth	3	3	--

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	3	3	0

\*More than 35% of the rates within the sample are supplied by one organization



## CA MTCS for the Energy Sector

**310.100.350 Technical Services Analyst B****Specialization: Enterprise Resource Planning**

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including databases, networks, operating systems or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years' related experience; technical school diploma with a minimum of 4 years' related experience; or high school diploma with 8 years' related experience.

**Incumbents in the same position:**

16

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	8	8	23	70.4	74.8	78.0	79.9	85.0	90.3
Base Salary – Org Weighted (All)	8	8	N/A	--	77.4	80.8	83.6	86.9	--
STI Granted (\$ Amount) Recvg	6	6	12	5.7	7.8	9.5	9.9	11.5	16.0
STI Granted (% of Base) Recvg	6	6	12	7.0	9.6	11.3	12.1	13.6	20.5
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	2	*2	5	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	8	8	23	70.4	75.0	85.0	85.5	94.0	101.2
Total Cash Comp – Org Weighted (All)	8	8	N/A	--	85.2	91.1	91.5	94.6	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	1	*1	1	--	--	--	--	--	--
STI Target (% of Base) Eligible	5	*5	11	10.0	10.0	15.0	12.7	15.0	15.0
STI Maximum (% of Base) Eligible	5	*5	11	20.0	20.0	20.0	24.5	30.0	30.0
Target Total Cash Compensation	7	*7	20	70.1	73.5	88.4	86.7	96.8	99.9

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	*3	10	--	--	--	1.2	--	--
Total LTI (\$ Amount) – Recvg	4	*4	9	--	--	9.0	10.6	--	--
Target Total Direct Comp (\$ Amount) – Recvg	3	*3	6	--	--	--	107.7	--	--
Target Total Direct Comp (\$ Amount) – All	7	*7	20	71.4	76.1	89.7	90.4	99.3	108.5
Total Direct Comp (\$ Amount) – Recvg	4	*4	9	--	--	98.7	102.5	--	--
Total Direct Comp (\$ Amount) – All	8	8	23	71.7	78.3	92.4	90.2	98.9	108.5

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	1	*1	1	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization

**Year over Year % Increase (Mean):**

2.4%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	6	14	61
Other Guaranteed Cash	1	1	4
Other Non-Guaranteed Cash	3	6	26
LTI	4	9	39
Overtime	2	6	26

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	7	21	69.0
Midpoint	7	21	86.3
Maximum	7	21	103.5
Compa-ratio	7	21	90.4

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*2	4	--
Year of Birth	8	23	1978

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	8	23	22

**310.100.350 Technical Services Analyst B****Specialization: Networks**

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including databases, networks, operating systems or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years' related experience; technical school diploma with a minimum of 4 years' related experience, or high school diploma with 8 years' related experience.

<b>Incumbents in the same position:</b>	18								
(Compensation Data Displayed in \$000s)	<b>Distinct Orgs</b>	<b>Num Orgs</b>	<b>Num Obs</b>	<b>10th %ile</b>	<b>25th %ile</b>	<b>Median</b>	<b>Mean</b>	<b>75th %ile</b>	<b>90th %ile</b>
<b>Actual Annual Cash Compensation</b>									
Base Salary – Inc Weighted (All)	10	10	27	59.7	74.7	77.2	77.7	84.7	93.0
Base Salary – Org Weighted (All)	10	10	N/A	58.5	76.0	78.5	81.1	88.5	103.1
STI Granted (\$ Amount) Recvg	8	*8	21	4.2	6.7	7.7	8.7	10.7	13.9
STI Granted (% of Base) Recvg	8	*8	21	5.0	9.1	10.0	10.7	13.4	15.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	10	10	27	59.7	75.5	84.3	84.5	93.8	106.5
Total Cash Comp – Org Weighted (All)	10	10	N/A	58.7	80.3	85.2	87.8	100.0	108.8
<b>Target Annual Cash Compensation</b>									
STI Threshold (% of Base) Eligible	3	*3	13	--	--	--	4.9	--	--
STI Target (% of Base) Eligible	7	*7	17	8.5	10.0	10.0	11.1	14.0	15.0
STI Maximum (% of Base) Eligible	6	*6	16	12.0	20.0	20.0	21.5	28.5	30.0
Target Total Cash Compensation	9	*9	22	57.6	81.4	84.3	85.2	96.6	106.2
<b>Estimated Total Direct Compensation</b>									
Total Perquisite Value (\$ Amount)	5	*5	12	0.3	0.5	0.8	0.7	0.8	1.3
Total LTI (\$ Amount) – Recvg	2	*2	6	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	1	*1	1	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	9	*9	22	57.6	81.9	84.8	85.8	96.9	107.0
Total Direct Comp (\$ Amount) – Recvg	2	*2	6	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	10	10	27	59.7	80.1	85.7	87.2	101.1	110.2
<b>Total Other Guaranteed Cash</b>									
Total Other Guaranteed Cash (\$ Amount) Recvg	2	*2	2	--	--	--	--	--	--

<b>Year over Year % Increase (Mean):</b>			2.6%
<b>Incentives and Eligibility</b>	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs Elig</b>
STI	8	22	81
Other Guaranteed Cash	2	2	7
Other Non-Guaranteed Cash	3	12	44
LTI	3	7	26
Overtime	2	3	11
<b>Salary Range</b>			
Minimum	7	17	66.4
Midpoint	7	17	83.0
Maximum	7	17	99.6
Compa-ratio	7	17	98.3
<b>Demographics</b>			
Graduation Year	*2	5	--
Year of Birth	10	27	1977
<b>Hired since 2014</b>			
	<b>Dist. Orgs</b>	<b>Num Obs</b>	<b>% of Obs</b>
	10	27	26

\*More than 35% of the rates within the sample are supplied by one organization.

**310.100.350 Technical Services Analyst B****Specialization: Operating Systems**

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including databases, networks, operating systems or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years' related experience; technical school diploma with a minimum of 4 years' related experience; or high school diploma with 8 years' related experience.

**Incumbents in the same position:**

9

(Compensation Data  
Displayed in \$000s)

**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	6	*6	15	72.8	78.4	86.9	85.8	91.3	95.2
Base Salary – Org Weighted (All)	6	*6	N/A	--	74.8	85.2	81.9	88.9	--
STI Granted (\$ Amount) Recvg	6	*6	13	1.7	3.5	7.0	7.2	11.3	12.0
STI Granted (% of Base) Recvg	6	*6	13	2.0	4.2	8.9	8.4	13.0	13.5
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	0	0	0	--	--	--	--	--	--
Total Cash Comp – Inc Weighted (All)	6	*6	15	76.0	85.3	95.1	92.0	97.2	103.0
Total Cash Comp – Org Weighted (All)	6	*6	N/A	--	77.2	91.0	88.4	98.1	--

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	2	*2	3	--	--	--	--	--	--
STI Target (% of Base) Eligible	6	*6	15	2.5	10.0	10.0	9.7	10.0	13.8
STI Maximum (% of Base) Eligible	6	*6	15	5.0	17.5	20.0	19.1	20.0	30.6
Target Total Cash Compensation	6	*6	15	76.8	88.1	95.6	94.1	100.2	104.7

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	3	*3	4	--	--	--	0.4	--	--
Total LTI (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Target Total Direct Comp (\$ Amount) – All	6	*6	15	77.0	90.0	95.6	96.2	100.5	115.3
Total Direct Comp (\$ Amount) – Recvg	2	*2	2	--	--	--	--	--	--
Total Direct Comp (\$ Amount) – All	6	*6	15	77.1	85.3	95.1	94.1	101.1	113.8

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	0	0	0	--	--	--	--	--	--
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\*More than 35% of the rates within the sample are supplied by one organization.

**Year over Year % Increase (Mean):**

2.9%

Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	6	15	100
Other Guaranteed Cash	0	0	0
Other Non-Guaranteed Cash	1	1	7
LTI	3	3	20
Overtime	2	3	20

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	*5	14	76.0
Midpoint	*5	14	95.0
Maximum	*5	14	114.0
Compa-ratio	5	14	94.9

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	*1	1	--
Year of Birth	*6	15	1976

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	6	15	53

**310.100.351 User Services Analyst B****Specialization:** All Incumbents

This is the intermediate level at which incumbents perform specific assignments requiring the knowledge of a variety of methods, processes, and techniques. Receives ongoing development in areas including hardware support, software support and training, help desk, internet/intranet, or a combination of the aforementioned. Competent to work on most phases of activities. Usual qualifications include a university degree with a minimum of 2 years related experience, technical school diploma with a minimum of 4 years related experience, or high school diploma with 8 years related experience.

**Incumbents in the same position:**

172

**Year over Year % Increase (Mean):**

3.2%

(Compensation Data  
Displayed in \$000s)**Actual Annual Cash Compensation**

	Distinct Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
Base Salary – Inc Weighted (All)	65	68	288	55.0	65.7	75.0	74.1	82.3	89.8
Base Salary – Org Weighted (All)	65	68	N/A	60.0	66.2	74.7	74.5	79.8	89.5
STI Granted (\$ Amount) Recvg	49	52	210	4.1	6.0	7.7	8.5	10.4	13.3
STI Granted (% of Base) Recvg	49	52	210	6.1	7.6	10.2	10.9	12.9	16.0
Other Non-Guaranteed Cash Payments (\$ Amt) Recvg	9	9	15	0.3	0.4	0.6	0.9	1.3	2.3
Total Cash Comp – Inc Weighted (All)	65	68	288	56.0	69.5	80.7	80.4	91.7	100.4
Total Cash Comp – Org Weighted (All)	65	68	N/A	64.8	71.4	80.4	81.1	89.9	101.9

**Target Annual Cash Compensation**

STI Threshold (% of Base) Eligible	9	*10	35	1.3	3.4	3.4	5.1	6.0	12.5
STI Target (% of Base) Eligible	48	50	206	6.7	10.0	10.0	11.0	13.0	15.0
STI Maximum (% of Base) Eligible	32	33	164	10.0	13.5	19.8	19.2	24.0	26.0
Target Total Cash Compensation	61	63	270	56.2	68.7	83.1	80.5	91.2	98.5

**Estimated Total Direct Compensation**

Total Perquisite Value (\$ Amount)	31	32	123	0.3	0.3	0.5	1.1	0.7	2.7
Total LTI (\$ Amount) – Recvg	26	28	88	1.4	2.1	6.4	9.5	12.8	20.0
Target Total Direct Comp (\$ Amount) – Recvg	25	26	76	80.7	86.6	93.7	96.0	103.8	115.8
Target Total Direct Comp (\$ Amount) – All	61	63	270	56.2	69.3	85.7	83.6	94.3	107.1
Total Direct Comp (\$ Amount) – Recvg	26	28	88	77.2	82.7	93.0	94.4	104.2	116.3
Total Direct Comp (\$ Amount) – All	65	68	288	56.4	69.9	84.3	83.8	95.6	109.2

**Total Other Guaranteed Cash**

Total Other Guaranteed Cash (\$ Amount) Recvg	12	12	27	0.9	1.0	1.5	4.7	2.2	23.1
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Incentives and Eligibility	Dist. Orgs	Num Obs	% of Obs Elig
STI	52	224	78
Other Guaranteed Cash	15	36	13
Other Non-Guaranteed Cash	16	48	17
LTI	30	127	44
Overtime	26	107	37

Salary Range	Dist. Orgs	Num Obs	Median
Minimum	37	188	66.0
Midpoint	37	189	81.0
Maximum	37	188	93.9
Compa-ratio	37	189	98.2

Demographics	Dist. Orgs	Num Obs	Median
Graduation Year	22	86	2003
Year of Birth	62	281	1977

	Dist. Orgs	Num Obs	% of Obs
Hired since 2014	62	281	21

\*More than 35% of the rates within the sample are supplied by one organization.