

PayRight Total Cash Comparison

Database Administrator

Job Factors

Summary: Reviews and monitors database applications. Designs database systems, and is responsible for implementation, backup, recovery, and documentation functions. Responsible for training and user consultation. Establishes standards and procedures and assures appropriate coordination with systems, operations and technical support personnel.

Leadership: Supervises lower level database employees.

Scope: Full database responsibility for single location.

Qualifications: Requires a degree in computer science and 3-5 years experience in database management, or comparable combination of education and experience.

Market Data

		*Market Salary Data Analysis		
Survey Sources:	*Job Match	Est. Low Quartile	Est. Market Norm	Est. High Quartile
Cascade	=	\$58,100	\$72,600	\$87,100
Milliman	(-)	\$58,700	\$73,400	\$88,100
Compbase	=	\$55,200	\$69,000	\$82,800
<ul style="list-style-type: none"> ■ Market Salary Range 		\$57,400	\$71,700	\$86,000
<ul style="list-style-type: none"> ■ Market Bonus (10% of Salary) 		\$5,700	\$7,200	\$8,600
<ul style="list-style-type: none"> ■ Market Total Cash 		\$63,100	\$78,900	\$94,600

PayRight Comparison

<ul style="list-style-type: none">■ Organization Salary	\$73,500
<ul style="list-style-type: none">■ Organization Bonus	\$2,500
<ul style="list-style-type: none">■ Organization Total Cash	\$76,000
<ul style="list-style-type: none">■ Org. Salary/Total Cash Vs. Market	103% / 96% (Where Market Norm = 100%)

* Represents estimates of specified market pay levels based on Cascade's comparison of Organization vs. survey job definitions. Using actual market data for specified job, survey pay levels are projected if the Organization Job is equal to (=) greater than (+) or less than (-) the Survey Job. All data has been aged to estimated current market levels.

** Competitive Market Range assumes Company observes a "market average" (Northwest region) base pay strategy.