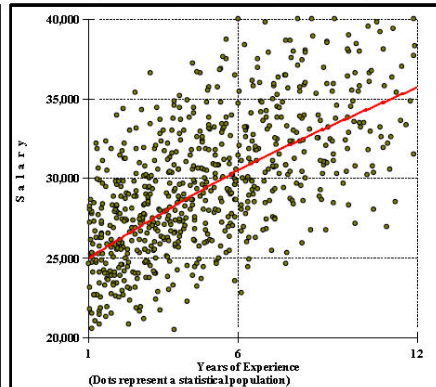


ERI's 2013 All Construction Salary Survey provides market-based pay data for 133 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	0.2
ERI Assessor Databases								
Annual Salary		\$30,513	\$26,074	\$27,900	\$29,970	\$32,661	\$35,035	
Incentive/Variable Pay		\$356	\$306	\$328	\$352	\$384	\$411	
Total Direct Annual Compensation		\$30,869	\$26,380	\$28,228	\$30,322	\$33,045	\$35,446	
Survey Participants' Databases								
Annual Salary		\$37,079	\$18,032	\$28,167	\$38,704	\$41,404	\$44,000	
Incentive/Variable Pay		\$1,955	\$500	\$969	\$1,456	\$3,262	\$5,000	
Total Direct Annual Compensation	227	\$39,034	\$18,532	\$29,136	\$40,160	\$44,666	\$49,000	1.1

Position Description
 Greets and receives callers or visitors at establishment, and determines nature of business. Asks for caller's or visitor's name, arranges for appointment with or notifies person called upon on caller's arrival, guides caller to destination, and records name, time of call, nature of business, and person called upon. May issue visitor's pass when required. May type memos, correspondence, reports, and other documents. May operate PBX telephone console to receive incoming messages. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. May collect and distribute mail and messages. May work in office of medical practitioner or in other health care facility and be designated accordingly. eDOT: 237.367-038



Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Far Acuity
eDOT code 237.367-038	Understanding & Memory	Strength S	Depth Perception N
Occupational Code 237	Memory F	Occasionally Lift/Carry 0	Accommodation O
Specific Vocational Preparation (SVP) 4	Short Instruction Memory F	Frequently Lift/Carry 0	Color Vision N
Education Level 5	Detailed Instruction Memory F	Push/Pull N	Field of Vision O
Worker Functions	Sustained Concentration & Persistence	Walking O	Environmental Conditions
Data 3	Short Instruction F	Sitting F	Exposure to Weather N
People 6	Detailed Instruction O	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
Literacy Demands	Work Schedule O	Climbing N	Wet and/or Humid N
Mathematics Level 2	Work Routine F	Balancing N	Noise Intensity Level 2
Language Level 3	Work Distractions F	Stooping N	Vibration N
Reasoning Level 3	Work Decisions O	Kneeling N	Atmospheric Conditions N
Aptitudes	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	Social Interaction	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching O	Working in High Places N
Numeric Aptitude 2	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling O	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering O	Exposure to Biohazards N
Motor Coordination 2	Adaptation	Feeling N	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	Additional Measures
Manual Dexterity 2	Hazard Awareness O	Talking F	Creativity O
Eye-Hand-Foot Coord. 2	Travel O	Hearing O	Administrative Activity O
Color Discrimination 1	Independent Planning O	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity O	

* For an explanation of eDOT SCO values, please see the definitions on page 265.

Trended EEO-1 Demographic Estimates
 Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:	eDOT Title:		OES Area:		SOC Job Family:		Codes:	eDOT Code:	OES Code:	SOC Code:
	Receptionist		US - National		Receptionists and Information Clerks			237.367-038	193000700000	434171
	Total	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	American Indian or Alaska Native	Two or More Races		
Male	7.3%	4.8%	0.9%	0.0%	0.4%	0.9%	0.1%	0.2%		
Female	92.7%	68.2%	9.6%	0.1%	2.0%	10.5%	0.6%	1.6%		
Totals	100.0%	72.9%	10.5%	0.1%	2.5%	11.4%	0.6%	1.8%		

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$290,658
Carpenter Supervisor	\$71,503
Office Manager	\$54,621
HVAC Mechanic	\$52,292
Landscape Drafter	\$46,899
Secretary	\$35,721

Information is from ERI Assessor databases as of March 31, 2013.

Benchmark Job List

Accountant	Construction Sales Representative
Accounting Clerk	Construction Superintendent
Accounting Manager	Construction Worker
Administrative Assistant	Contract Administrator
Air Conditioning Installer (Residential)	Cost Estimating Manager
Architect	Cost Estimating Supervisor
Architectural Drafter	Cost Estimator
Asphalt Paving Machine Operator	Design Drafter
Assistant Construction Superintendent	Design Engineer
Assistant Estimator	Drafter
Bookkeeper	Drafter (Simple)
Bricklayer	Drafting Supervisor
Bricklayer Helper	Drywall Installer
Brush Painter	Dump Operator
Bulldozer Operator	Electrical Engineer
Buyer/Purchasing Agent	Electrical Engineering Technician
Cabinetmaker	Electrician - Certified
Carpenter (Gen/Maint)	Engineer Power Systems
Carpenter Hand Nailer	Engineering Cost Estimator
Carpenter Supervisor	Engineering Manager
Carpet Layer	Engineering Technician
Cement Mason	Expediter
Chief Executive Officer	Fence Erector
Chief Financial Officer	Floor Layer
Chief Human Resources Officer	Forklift Operator
Chief Marketing & Sales Officer	Front End Loader Operator
Chief Operating Officer	Furnace Installer & Repairer
Civil Engineer	Gutter Installer/Repairer
Construction Contractor	Heavy Equipment Mechanic
Construction Engineering Director	Heavy Equipment Operator
Construction Engineering Manager	Heavy Truck Driver
Construction Engineering Supervisor	Hoist & Winch Operator
Construction Foreman	Hoisting Engineer
Construction Inspector	Human Resources Manager

HVAC Mechanic
Hydraulic Engineer
Insulation Worker
Janitor
Landscape Architect
Landscape Contractor
Landscape Drafter
Light Truck Driver
Machinery Mechanic
Maintenance Carpenter
Maintenance Electrician
Maintenance Pipefitter
Maintenance Worker
Materials Control Clerk
Materials Handler
Materials Manager
Office Manager
Overhead Crane Operator
Paint Technician
Painter Helper
Painter/Paperhanger
Painting Supervisor
Paving Laborer
Payroll Clerk
Pile Driving Operator
Pipefitter
Plasterer
Plumber
Plumber Supervisor
Power Shovel Operator
Project Manager
Purchasing Manager

Railroad Construction Manager
Reliability Engineer
Right-of-Way Agent
Roofer
Roofing Sales Representative
Safety Manager
Secretary
Sheet Metal Supervisor
Sheet Metal Worker
Sheetrock Taper
Spray Painter Rough
Structural Drafter
Structural Engineer
Structural Iron Worker
Survey Party Chief
Surveyor
Surveyor Assistant
Swimming Pool Installer
Terrazzo Finisher
Terrazzo Worker
Tile Finisher
Tile Setter
Top Construction Officer
Tower Crane Operator
Tractor Operator
Truck Crane Operator
Truck Driver Medium
Value Engineer
Warehouse Manager
Warehouse Worker
Welder
Welding Supervisor