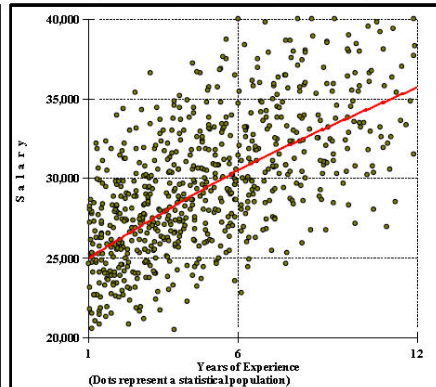


**ERI's 2013 Building Construction Salary Survey** provides market-based pay data for 124 benchmark jobs in this 240+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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
<b>Public Databases</b>								
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
<b>ERI Assessor Databases</b>								
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	
<b>Survey Participants' Databases</b>								
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	N
eDOT code 237.367-038	<b>Understanding &amp; Memory</b>	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
<b>Worker Functions</b>	<b>Sustained Concentration &amp; Persistence</b>	Walking O	<b>Environmental Conditions</b>	
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
<b>Literacy Demands</b>	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
<b>Aptitudes</b>	Work Completion F	Crouching N	Proximity to Moving Parts	N
General Learning Ability 3	<b>Social Interaction</b>	Crawling N	Exposure to Electrical Shock	N
Verbal Aptitude 3	Public Interaction F	Reaching O	Working in High Places	N
Numerical 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	<b>Adaptation</b>	Feeling N	Other Environmental Conditions	N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	<b>Additional Measures</b>	
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:		
	Receptionist	US - National	Receptionists and Information Clerks	eDOT Code:	237.367-038	OES Code:	193000700000	SOC Code:	434171
	<b>Total</b>	<b>White</b>	<b>Black or African American</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Asian</b>	<b>Hispanic or Latino</b>	<b>Alaska Native</b>	<b>Two or More Races</b>	
<b>Male</b>	7.3%	4.8%	0.9%	0.0%	0.4%	0.9%	0.1%	0.2%	
<b>Female</b>	92.7%	68.2%	9.6%	0.1%	2.0%	10.5%	0.6%	1.6%	
<b>Totals</b>	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
Safety Manager	\$92,512
Bricklayer	\$60,901
Light Truck Driver	\$34,560
Gate Guard	\$30,864

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

## Benchmark Job List

Accountant	Contract Administrator
Accounting Clerk	Contract Specialist
Accounting Manager	Cost Accountant
Administrative Assistant	Cost Estimating Manager
Architect	Cost Estimating Supervisor
Architectural Drafter	Cost Estimator
Asphalt Paving Machine Operator	Design Drafter
Assistant Construction Superintendent	Design Engineering Manager
Bricklayer	Drafter (Moderate)
Bricklayer Helper	Drafter (Simple)
Building Cleaner	Drafting Supervisor
Bulldozer Operator	Drywall Installer
Buyer/Purchasing Agent	Dump Operator
Cable Puller	Electrical Engineer
Carpenter (Gen/Maint)	Electrical Engineering Technician
Carpenter Hand Nailer	Electrician - Certified
Carpenter Helper	Engineering Cost Estimator
Carpenter Supervisor	Engineering Manager
Carpet Layer	Engineering Technician
Cement Mason	Fence Erector
Chief Executive Officer	Floor Layer
Chief Financial Officer	Forklift Operator
Chief Human Resources Officer	Furnace Installer & Repairer
Chief Marketing & Sales Officer	Gate Guard
Chief Operating Officer	Gutter Installer/Repairer
Civil Engineer	Heavy Equipment Mechanic
Civil Engineering Technician	Heavy Equipment Operator
Construction Contractor	Heavy Truck Driver
Construction Engineering Manager	Hoist & Winch Operator
Construction Engineering Supervisor	Human Resources Manager
Construction Foreman	HVAC Mechanic
Construction Inspector	Hydraulic Engineer
Construction Sales Representative	Insulation Worker
Construction Superintendent	Laborer Construction
Construction Worker	Landscape Architect

Landscape Contractor  
Landscape Drafter  
Light Truck Driver  
Maintenance Carpenter  
Maintenance Electrician  
Maintenance Pipefitter  
Maintenance Worker  
Materials Handler  
Materials Manager  
Overhead Crane Operator  
Paint Technician  
Painter Helper  
Painting Supervisor  
Paperhanger  
Paving Laborer  
Payroll Clerk  
Pile Driving Operator  
Pipefitter  
Pipefitter Helper  
Plasterer  
Plumber  
Plumber Supervisor  
Power Shovel Operator  
Procurement Analyst  
Product Design Engineer  
Project Engineer  
Project Manager (Experience)  
Purchasing Manager

Roofer  
Rough Carpenter  
Safety Manager  
Security Guard  
Sheet Metal Worker  
Sheetrock Taper  
Spray Painter Rough  
Structural Drafter  
Structural Engineer  
Structural Iron Worker  
Survey Party Chief  
Surveyor Assistant  
Terrazzo Finisher  
Terrazzo Worker  
Tile Finisher  
Tile Setter  
Top Construction Officer  
Tower Crane Operator  
Tractor Operator  
Truck Crane Operator  
Truck Driver Concrete Mixing  
Truck Driver Medium  
Warehouse Manager  
Warehouse Worker  
Welder  
Welding Supervisor