

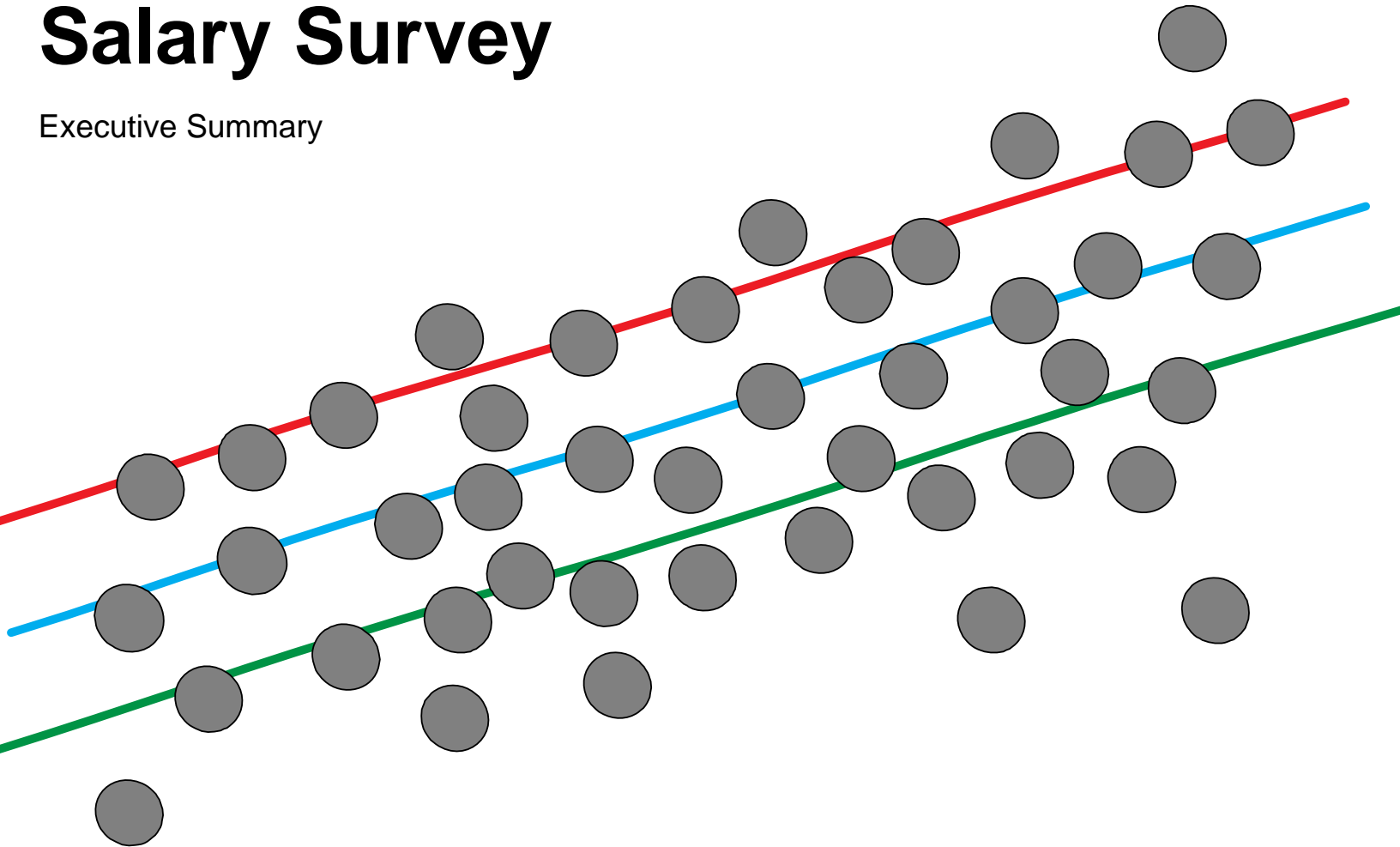


**SALARY
SURVEYS**

2014

Food and Beverage Manufacturing Salary Survey

Executive Summary

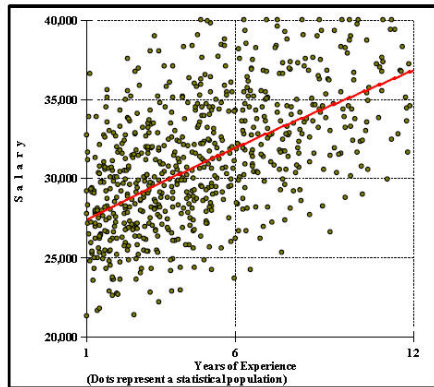


ERI's 2014 Food and Beverage Manufacturing Salary Survey provides market-based pay data for 128 benchmark jobs in this 240+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	0.3
ERI Assessor Databases								
Annual Salary		\$31,953	\$27,314	\$29,227	\$31,395	\$34,214	\$36,701	
Incentive/Variable Pay		\$442	\$381	\$407	\$438	\$477	\$512	
Total Direct Annual Compensation		\$32,395	\$27,695	\$29,634	\$31,833	\$34,691	\$37,213	
Survey Participant Database								
Annual Salary		\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	
Incentive/Variable Pay								
Total Direct Annual Compensation	116	\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	1.6

Position Description
 Greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



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

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Other
eDOT code	Understanding & Memory	Strength	Far Acuity
235.662-019	Memory	S	Depth Perception
Occupational Code	F	O	N
235	Short Instruction Memory	O	Accommodation
Specific Vocational Preparation (SVP)	F	O	N
3	Detailed Instruction Memory	N	Color Vision
Education Level	F	N	Field of Vision
6	Sustained Concentration & Persistence	O	Environmental Conditions
Worker Functions	Short Instruction	C	Exposure to Weather
Data	Detailed Instruction	O	Extreme Cold
6	Concentration & Attention	O	Extreme Heat
People	F	N	Wet and/or Humid
6	Work Schedule	N	Noise Intensity Level
Things	Work Routine	N	Vibration
2	Work Distractions	N	Atmospheric Conditions
Literacy Demands	Work Decisions	N	Proximity to Moving Parts
Mathematics Level	Work Completion	N	Exposure to Electrical Shock
2	Social Interaction	N	Working in High Places
Language Level	Public Interaction	F	Exposure to Radiation
3	Assignment/Assistance	F	Working With Explosives
Reasoning Level	Work Review	O	Exposure to Toxic Chemicals
3	Peer Interaction	C	Exposure to Biohazards
Aptitudes	Work Behavior	F	Other Environmental Conditions
General Learning Ability	Adaptation	O	Additional Measures
3	Adaptation to Change	F	Creativity
Verbal Aptitude	Hazard Awareness	O	Administrative Activity
4	Travel	O	Discretion/Independent Judgment
Numeric Aptitude	Independent Planning	F	
3		N	
Spatial Aptitude		F	
2		N	
Form Perception		F	
2		O	
Clerical Perception		O	
3		F	
Motor Coordination		C	
3		F	
Finger Dexterity		C	
3		F	
Manual Dexterity		N	
3		N	
Eye-Hand-Foot Coord.		F	
1		N	
Color Discrimination		F	
1		F	

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$257,689
Maintenance Supervisor	\$69,735
Food Chemist	\$78,126
Logistics Coordinator	\$44,391
Receptionist	\$32,581

Information is from ERI Assessor databases as of March 31, 2014.

Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	
\$100,000-\$1,000,000	
\$1,000,000-\$10,000,000	
\$10,000,000-\$100,000,000	17
\$100,000,000-\$1,000,000,000	67
Greater than \$1,000,000,000	6

Benchmark Job List

Accountant	Chief Financial Officer
Accounting Clerk	Chief Human Resources Officer
Accounting Manager	Chief Manufacturing Officer
Administrative Assistant	Chief Marketing & Sales Officer
Area Sales Manager	Chief Operating Officer
Baker	Coffee Sales Representative
Baker Helper	Compression Molding Operator
Bakery Goods Sales Representative	Computer Programmer
Bakery Manager	Controller, Top Corporate
Beer Sales Representative	Cost Estimator
Beverage Sales Representative	Customer Service Manager
Brewing Manager	Customer Service Representative (General Calls)
Building & Facilities Manager	Dairy Processing Operator
Butcher	Director Product Development
Buttermaker	Drafter (Moderate)
Buyer/Purchasing Agent	Drafting Supervisor
Calibration Technician	Electrical Engineer
Cheese Casting Machine Operator	Electronics Technician
Cheesemaker	Engineering Manager
Chemical Engineer	Engineering Technician
Chemical Laboratory Technician	Expediter
Chemist	Extractor Operator
Chief Executive Officer	Facilities Planner

Food Chemist	Plant Manager (Experience)
Food Technologist	Preventive Maintenance Coordinator
Food Tester	Product or Brand Sales Manager
Forklift Operator	Production Foreman
Grader Meat	Production Planner
Hand Packager	Production Planning & Control Manager
Hard Liquor Sales Representative	Programmer Numerical Control
Human Resources Assistant	Purchasing Manager
Human Resources Manager	Quality Control Engineer
HVAC Mechanic	Quality Control Inspector
Industrial Engineer	Quality Control Manager
Janitor	Quality Control Test Technician
Labor Relations Manager	Receptionist
Laboratory Aide	Refrigeration Engineer
Laboratory Clerk	Refrigeration Mechanic
Light Truck Driver	Regional Sales Manager
Logistics Coordinator	Research & Development Manager (Non-Technical)
Machine Operator	Safety Manager
Machinery Mechanic	Seafood Sales Representative
Maintenance Electrician	Shipping & Receiving Clerk
Maintenance Mechanic	Shipping & Receiving Supervisor
Maintenance Supervisor	Shipping Packer
Maintenance Worker General	Slaughter Laborer
Manufacturing Engineer	Soft Drink Sales Representative
Manufacturing Manager	Strategic Planning Director
Manufacturing Worker	Strategic Planning Manager
Materials Handler	Strategic Planning Supervisor
Materials Manager	Systems Analyst
Mechanical Engineer	Time Clerk
Methods & Procedures Analyst	Top Administrative Officer
Microbiologist	Top Engineering Officer
Microbiology Technologist	Traffic Director
Numerical Control Machine Operator	User Support Analyst
Numerical Control Machine Setup Operator	Vendor Quality Supervisor
Occupational Nurse	Warehouse Manager
Overhead Crane Operator	Warehouse Worker
Packaging Engineer	Weigher
Packaging Manager	Wine Sales Representative
Packaging/Filling Operator	Workers' Compensation Administrator
Payroll Clerk	
Payroll Supervisor	
Pet Food Sales Representative	
Plant Engineer	