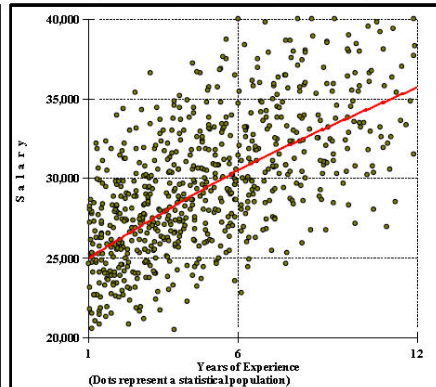


ERI's 2013 Waste, Refuse and Recycling Salary Survey provides market-based pay data for 106 benchmark jobs in this 200+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

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:		
	Receptionist	US - National	Receptionists and Information Clerks	eDOT Code:	237.367-038	OES Code:	193000700000	SOC Code:	434171
	Total	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	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	\$206,346
Safety Manager	\$88,405
Welding Supervisor	\$59,583
Dispatcher	\$39,672
Receptionist	\$32,295

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

Benchmark Job List

Accountant	Engineering Manager
Accounting Clerk	Engineering Supervisor
Accounting Manager	Engineering Technician
Administrative Assistant	Environmental Engineer
Administrative Engineering Director	Environmental Engineering Supervisor
Administrative Engineering Manager	Environmental Technician
Benefits Analyst	Executive Secretary
Branch Office Manager	Executive Vice President
Buyer/Purchasing Agent	Financial Analyst
Cable Puller	Forklift Operator
Cable Splicer	Garbage Truck Driver
Cable Tester	Gate Guard
Cable Wirer	Hazardous Materials Removal Worker
Calibration Technician	Heavy Equipment Mechanic
Cashier	Heavy Truck Driver
Chief Executive Officer	Human Resources Manager
Chief Financial Officer	HVAC Mechanic
Chief Human Resources Officer	Hydraulic Engineer
Chief Marketing & Sales Officer	Hydro Pneumatic Tester
Chief Operating Officer	Instrument Technician
Civil Engineer	Irrigation Worker
Civil Engineering Drafter	Janitor
Civil Engineering Technician	Laboratory Technician Utilities
Computer Programmer	Light Truck Driver
Contract Administrator	Machinery Mechanic
Cost Accountant	Maintenance Electrician
Customer Service Manager	Maintenance Worker
Customer Service Representative (General Calls)	Marketing Manager
Customer Service Representative (Specialized Calls)	Materials Handler
Dispatcher	Materials Manager
Drafter Utilities	Mechanic Truck
Drafting Supervisor	Nuclear Waste Process Operator
Electrical Engineer	Order Clerk
Electrical Engineering Technician	Overhead Crane Operator
Electrician - Certified	Payroll Clerk

Payroll Manager
Pipefitter
Pipefitter Helper
Project Engineer
Project Manager (Experience)
Pump Installer
Pump Repairer
Pump Station Operator
Purchasing Manager
Rate Analyst
Receptionist
Regulatory Administrator
Safety Engineer
Safety Manager
Sanitary Engineer
Scrap Handler
Secretary
Security Guard
Sewage Facilities Supervisor

Sewage Plant Operator
Stationary Engineer
Systems Analyst
Top Administrative Officer
Top Legal Officer
Tractor Operator
Transportation Manager
Utilities Sales Representative
Utilities Superintendent
Utility Complaints Investigator
Waste Management Engineer
Wastewater Treatment Plant Attendant
Wastewater Treatment Plant Operator
Water Treatment Operator
Water Treatment Plant Manager
Welder
Welding Supervisor