

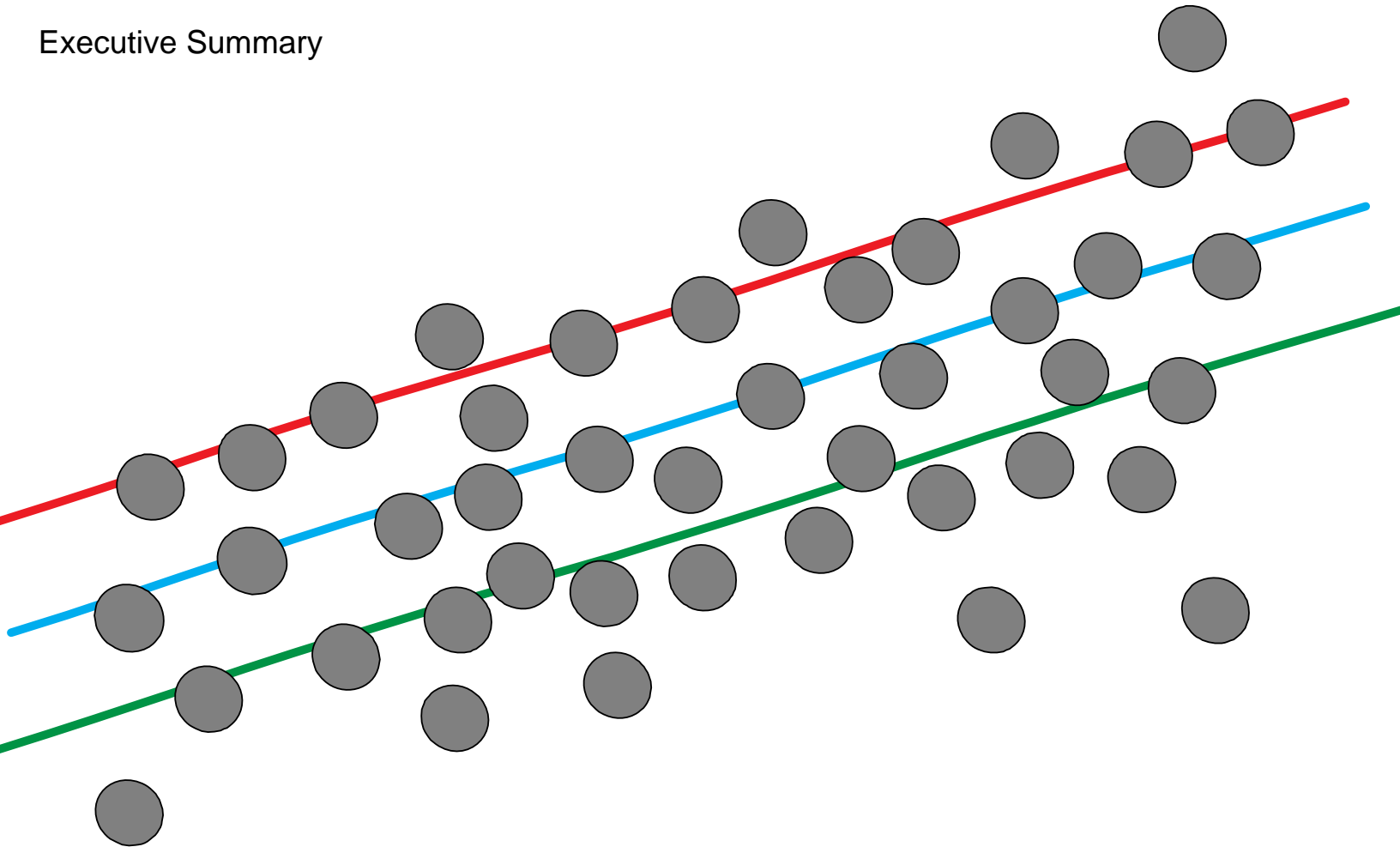


**SALARY  
SURVEYS**

**2014**

# All Manufacturing Salary Survey

Executive Summary

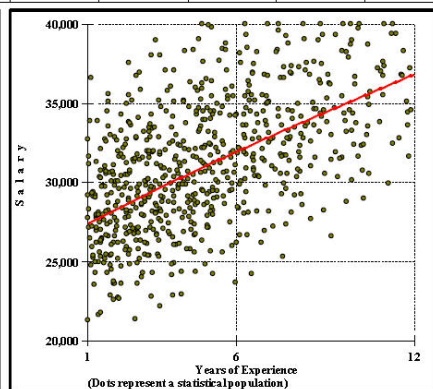


**ERI's 2014 All Manufacturing Salary Survey** provides market-based pay data for 145 benchmark jobs in this 275+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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
<b>Public Databases</b>								
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
<b>ERI Assessor Databases</b>								
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	
<b>Survey Participant Database</b>								
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**  
G 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 235.662-019	<b>Understanding &amp; Memory</b>	Strength S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry O	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
<b>Worker Functions</b>	<b>Sustained Concentration &amp; Persistence</b>	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	<b>Environmental Conditions</b>
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
<b>Literacy Demands</b>	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 3	Work Distractions F	Stooping N	Noise Intensity Level 2
Reasoning Level 3	Work Decisions F	Kneeling N	Vibration N
<b>Aptitudes</b>	Work Completion F	Crouching N	Atmospheric Conditions N
General Learning Ability 3	<b>Social Interaction</b>	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 4	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling C	Working With Explosives N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 3	<b>Adaptation</b>	Feeling O	Exposure to Biohazards O
Finger Dexterity 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 3	Hazard Awareness O	Talking C	<b>Additional Measures</b>
Eye-Hand-Foot Coord. 1	Travel O	Hearing F	Creativity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
		Near Acuity F	Discretion/Independent Judgment 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
Production Planning & Control Manager	\$97,180
Product Development Engineer	\$96,180
Calibration Technician	\$53,656
Electronics Assembler	\$32,280
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	5
\$100,000-\$1,000,000	5
\$1,000,000-\$10,000,000	10
\$10,000,000-\$100,000,000	15
\$100,000,000-\$1,000,000,000	35
Greater than \$1,000,000,000	20

## Benchmark Job List

Accountant	Chief Operating Officer
Accounting Clerk	Clerk General
Accounting Manager	Compression Molding Operator
Administrative Assistant	Computer Programmer
Area Sales Manager	Controller, Top Corporate
Assembler Product (Bench)	Conveyor System Operator
Assembly Supervisor	Cost Estimator
Assistant Cost Estimator	Customer Service Manager
Building & Facilities Manager	Customer Service Representative (General Calls)
Business Development Manager	Customer Service Representative (Specialized Calls)
Buyer/Purchasing Agent	Design Drafter
CAD/CAM Design Drafter	Design Engineering Manager
CAD/CAM/CAE Technician	Die Casting Machine Operator
Calibration Technician	Die Cutter
Chemical Engineer	Distribution Manager
Chemical Operator	Drafter (Moderate)
Chemist	Drafting Supervisor
Chief Executive Officer	Drawings Checker Engineering
Chief Financial Officer	Drill Press Operator
Chief Human Resources Officer	Electrical Drafter
Chief Manufacturing Officer	Electrical Engineer
Chief Marketing & Sales Officer	Electrical Engineering Technician

Electrical Test Engineer  
Electronics Assembler  
Electronics Technician  
Engineering Manager  
Engineering Technician  
Expediter  
Facilities Planner  
Field Service Engineer  
Forklift Operator  
Glass Cutter  
Hand Packager  
Human Resources Assistant  
Human Resources Generalist  
Human Resources Manager  
Industrial Engineer  
Information Systems Manager  
Inventory Clerk  
Inventory Control Planner  
Janitor  
Kick Press Operator  
Labor Relations Manager  
Laboratory Clerk  
Laboratory Supervisor  
Laser Technician  
Lathe Operator Numerical Control  
Layout Worker  
Logistics Coordinator  
Machine Assembler  
Machine Operator  
Machine Shop Supervisor  
Machinery Mechanic  
Maintenance Electrician  
Maintenance Mechanic  
Maintenance Supervisor  
Maintenance Technician  
Manufacturer's Sales Representative  
Manufacturing Engineer  
Manufacturing Engineering Manager  
Manufacturing Manager  
Marketing Manager  
Materials Handler  
Materials Manager  
Mechanical Engineer  
Milling/Planing Machine Operator  
Numerical Control Machine Operator  
Occupational Nurse  
Overhead Crane Operator  
Packaging Manager  
Packaging/Filling Operator  
Payroll Clerk  
Payroll Supervisor  
Plant Engineer  
Plant Manager (Experience)  
Polishing Machine Operator  
Pollution Control Engineer  
Precision Grinder  
Preventive Maintenance Coordinator  
Procurement Analyst  
Product Design Engineer  
Product Development Engineer  
Production Foreman  
Production Helper  
Production Machinist  
Production Planner  
Production Planning & Control Manager  
Production Superintendent  
Programmer Numerical Control  
Punch Press Operator  
Purchasing Manager  
Quality Control Engineer  
Quality Control Inspector  
Quality Control Manager  
Quality Control Technician  
Receptionist  
Refrigeration Mechanic  
Reliability Engineer  
Research & Development Manager (Technical)  
Rough Grinder  
Safety Manager  
Sanding Machine Operator  
Scale Operator  
Screw Machine Operator  
Shipping & Receiving Clerk  
Shipping & Receiving Supervisor  
Shipping Packer  
Spray Painter Rough  
Telemarketing Representative  
Time Clerk  
Tool & Die Maker  
Tool Crib Attendant  
Tool Designer  
Top Engineering Officer  
Traffic Director  
Transportation Manager  
Truck Driver Medium  
Vacuum Mold Machine Operator

Vendor Quality Supervisor

Vice President

Warehouse Manager

Welder

Welding Supervisor