

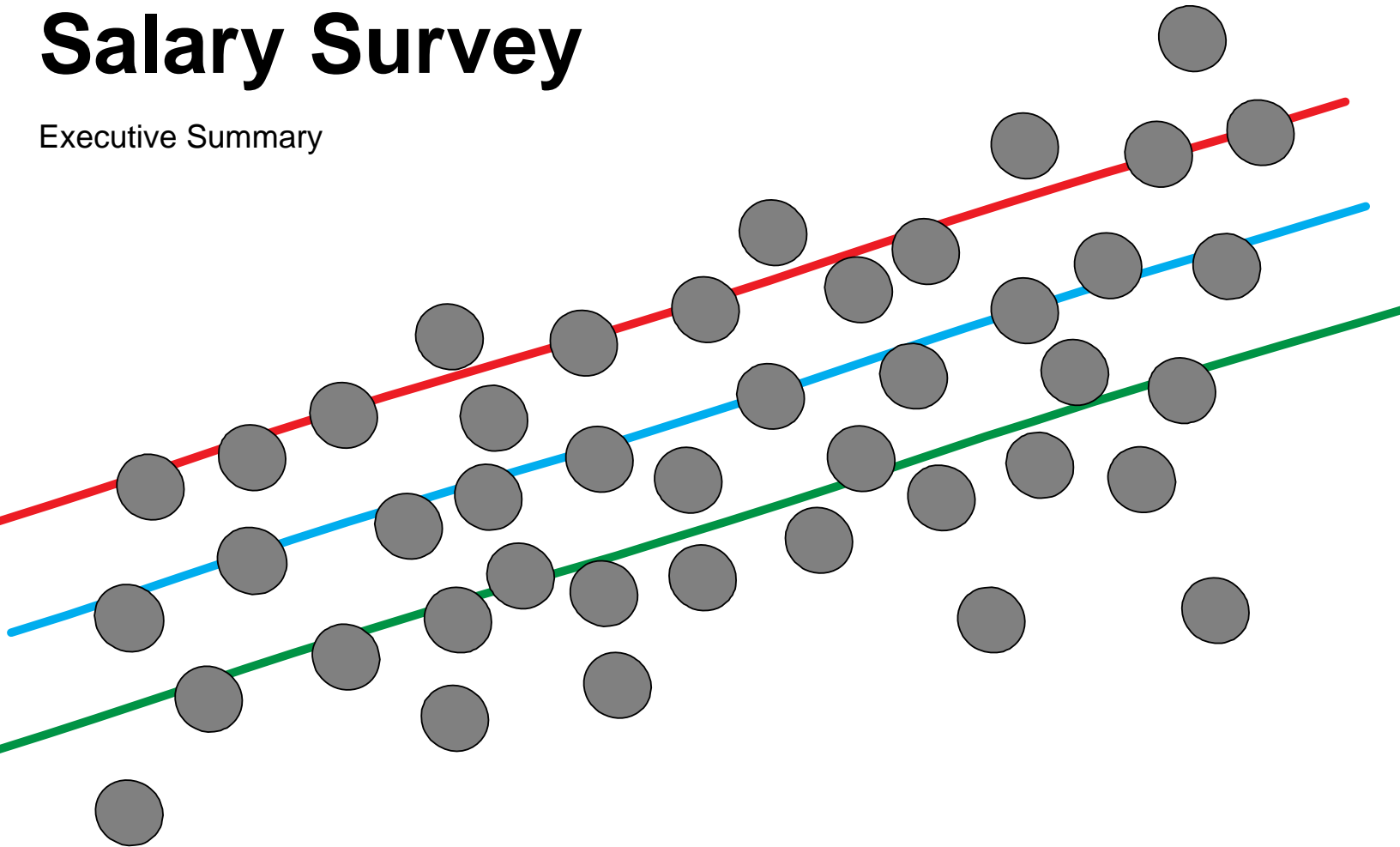


**SALARY
SURVEYS**

2014

Transportation and Distribution Salary Survey

Executive Summary

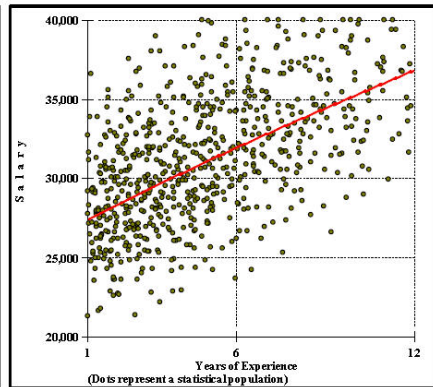


ERI's 2014 Transportation and Distribution Salary Survey provides market-based pay data for 132 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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 235.662-019	Understanding & Memory	Strength	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
	Work Schedule F	Climbing N	Extreme Heat N
Literacy Demands	Work Routine F	Balancing N	Wet and/or Humid N
Mathematics Level 2	Work Distractions F	Stooping N	Noise Intensity Level 2
Language Level 3	Work Decisions F	Kneeling N	Vibration N
Reasoning Level 3	Work Completion F	Crouching N	Atmospheric Conditions N
Aptitudes	Social Interaction	Crawling N	Proximity to Moving Parts N
General Learning Ability 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Verbal Aptitude 4	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Numeric Aptitude 3	Work Review O	Reaching Downward O	Exposure to Radiation N
Spatial Aptitude 2	Peer Interaction F	Handling C	Working With Explosives N
Form Perception 2	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Clerical Perception 3	Adaptation	Feeling O	Exposure to Biohazards O
Motor Coordination 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Finger Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Manual Dexterity 3	Travel O	Hearing F	Creativity O
Eye-Hand-Foot Coord. 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
Color Discrimination 1		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	\$257,887
Supply Chain Manager	\$102,951
Warehouse Supervisor	\$59,862
Traffic Clerk	\$37,083
Materials Handler	\$32,469
Receptionist	\$32,632

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	7
\$10,000,000-\$100,000,000	21
\$100,000,000-\$1,000,000,000	14
Greater than \$1,000,000,000	43

Benchmark Job List

Accountant	Building & Facilities Manager
Accounting Clerk	Bus Driver
Accounting Manager	Bus Transportation Manager
Administrative Assistant	Captain Fishing Vessel
Aircraft Engine Mechanic	Chief Executive Officer
Aircraft Inspector	Chief Financial Officer
Aircraft Maintenance Person	Chief Human Resources Officer
Aircraft Mechanic	Chief Marketing & Sales Officer
Aircraft Navigator	Copilot Jet
Aircraft Pilot Jet	Copilot Non-Jet
Aircraft Pilot Non-Jet	Customer Service Manager
Airline Security Representative	Customer Service Representative (General Calls)
Airplane Inspector	Deck Hand
Airport Engineer	Delivery Route Driver
Airport Manager	Distribution Supervisor
Ambulance Driver	Dock Worker
Area Sales Manager	Documentation Supervisor
Armored Car Guard & Driver	Electrical Engineer
Automobile Rental Clerk	Electrical Engineering Technician
Avionics Mechanic	Electronics Technician
Bicycle Messenger	Engineer Nuclear Safety
Boat & Barge Operator	Express Delivery Services Sales Representative

Financial Analyst
Flight Attendant
Flight Engineer
Flight Service Manager
Government Affairs Manager
Heavy Truck Driver
Human Resources Assistant
Human Resources Manager
Industrial Engineer
Insurance Claims Agent
Internal Auditor
International Sales Manager
Janitor
Labor Relations Manager
Light Truck Driver
Logistics Coordinator
Logistics Manager
Lubrication Technician
Maintenance Worker
Marine Cargo Surveyor
Marine Engine Mechanic
Marine Engineer
Marine Services Technician
Marine Surveyor
Marketing Manager
Materials Handler
Mechanic Head
Mechanic Truck
Motor Vehicle Dispatcher
Ordinary Seaman
Packaging Engineer
Packaging Manager
Payroll Clerk
Payroll Manager
Porter
Procurement Analyst
Purchasing Manager
Purser
Quality Control Technician
Railroad Brake/Switch Operator
Railroad Car Rental Sales Representative
Railroad Construction Manager
Rate Analyst
Receiving Clerk

Receptionist
Recreational Vehicles Repairer
Relocation Specialist
Routing Clerk
Safety Manager
Scale Operator
Security Guard
Ship Captain
Shipmate
Shipping Clerk
Shipping Packer
Shipwright
Shipyards Laborer
Small Engine Mechanic
Stevedore
Supply Chain Manager
Supply Clerk
Systems Analyst
Tariff Publishing Agent
Taxi Driver
Ticket Agent
Top Transportation Officer
Tractor Operator
Traffic Agent
Traffic Clerk
Traffic Manager
Traffic Rate Analyst
Traffic Supervisor
Transmission Mechanic
Transportation Engineer
Transportation Manager
Transportation Sales Representative
Truck Driver Concrete Mixing
Truck Driver Medium
Truck Driver Tow Truck
Truck Driver Tractor Trailer
Truck Driver Van
Vehicle Maintenance Scheduler
Warehouse Director
Warehouse Laborer
Warehouse Manager
Warehouse Materials Handler
Warehouse Supervisor
Warehouse Worker