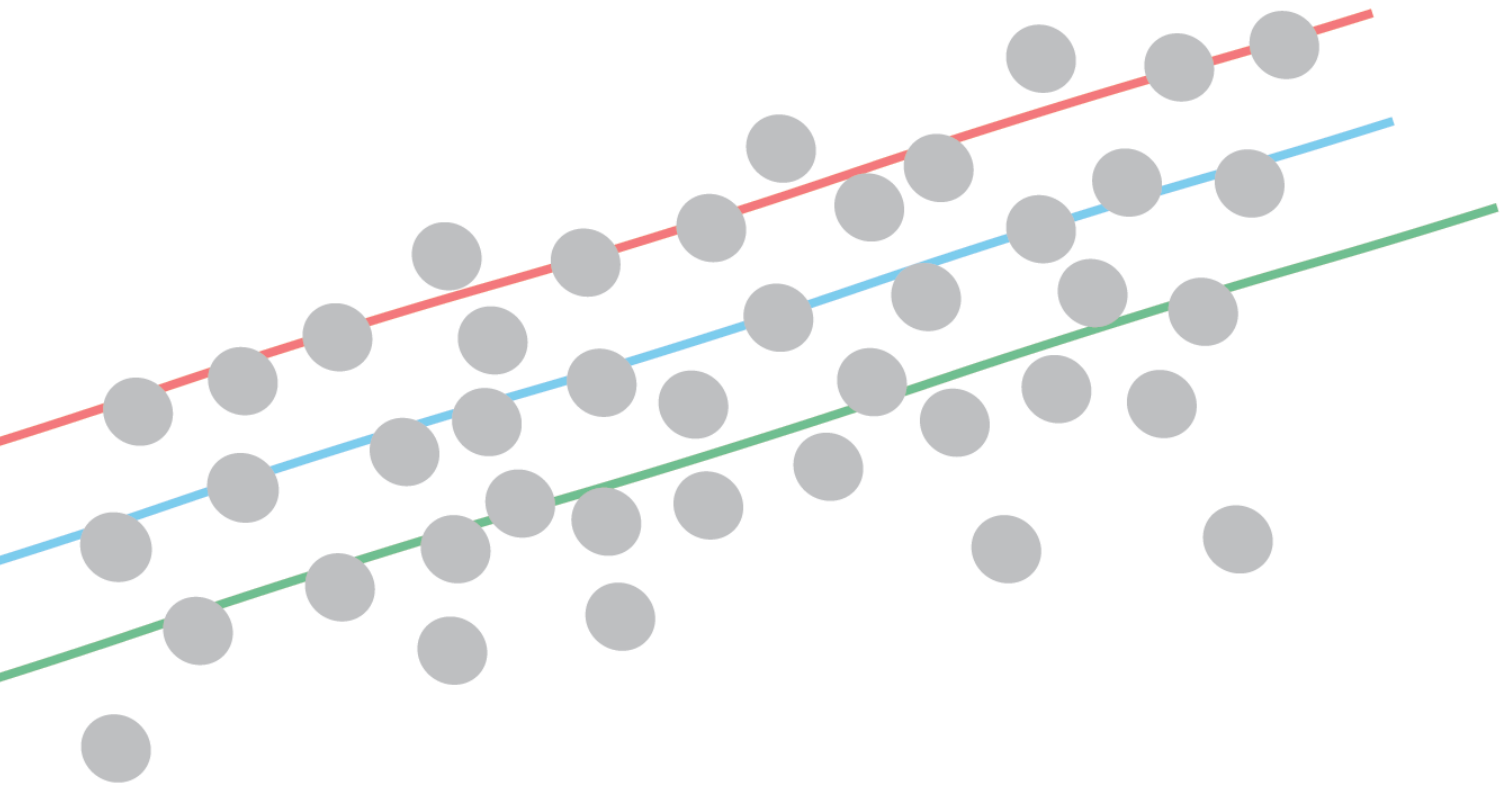


# 2015

## Transportation & Distribution Executive Summary



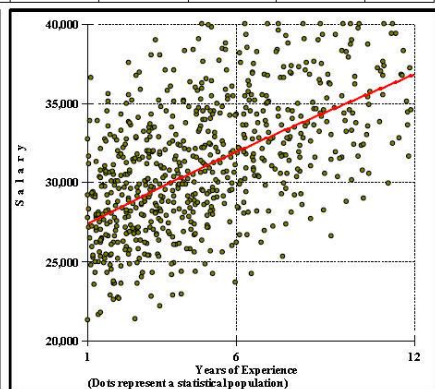
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**ERI's 2015 Transportation and Distribution Salary Survey** provides market-based pay data for 135 benchmark jobs in this 270+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2015.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual and 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**  
 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 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
<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	Knocking 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	\$259,390
Supply Chain Manager	\$110,460
Warehouse Supervisor	\$60,276
Traffic Clerk	\$38,025
Materials Handler	\$33,346
Receptionist	\$33,408

Information is from ERI Assessor databases as of March 31, 2015.

## Benchmark Job List

Accountant	Copilot Jet
Accounting Clerk	Copilot Non-Jet
Administrative Assistant	Customer Service Manager
Aircraft Engine Mechanic	Customer Service Representative (General Calls)
Aircraft Inspector	Deck Hand
Aircraft Maintenance Person	Deliverer
Aircraft Mechanic	Delivery-Route Truck Driver
Aircraft Navigator	Diesel Mechanic
Aircraft Pilot Jet	Dispatcher
Aircraft Pilot Non-Jet	Distribution Manager
Airline Security Representative	Distribution Supervisor
Airplane Inspector	Dock Worker
Airport Engineer	Documentation Clerk
Airport Manager	Documentation Supervisor
Ambulance Driver	Export Sales Manager
Armored Car Guard & Driver	Express Delivery Services Sales Representative
Avionics Mechanic	Financial Analyst
Boat & Barge Operator	Fleet Manager
Building & Facilities Manager	Flight Attendant
Bus Driver	Flight Engineer
Bus Transportation Manager	Flight Service Manager
Buyer/Purchasing Agent	Forklift Operator
Call Center Traffic & Scheduling Analyst	Forms Analysis Manager
Captain Fishing Vessel	Freight Forwarding Sales Representative
Cargo Agent	General Claims Agent
Cargo Services Supervisor	Government Affairs Manager
Chief Executive Officer	Heavy Truck Driver
Chief Financial Officer	Human Resources Manager
Chief Human Resources Officer	Import/Export Agent
Chief Marketing & Sales Officer	Import/Export Clerk
Chief Operating Officer	Industrial Engineer
Cleaner Transportation Vehicles	International Sales Manager
Computer Programmer	Janitor
Conveyor Feeder Offbearer	Light Truck Driver

Logistics Coordinator  
Logistics Manager  
Lubrication Technician  
Marine Cargo Surveyor  
Marine Engine Mechanic  
Marine Engineer  
Marine Services Technician  
Marine Surveyor  
Marketing Manager  
Materials Handler  
Mechanic Head  
Mechanic Truck  
Motor Vehicle Dispatcher  
Operations Manager  
Operations Supervisor  
Ordinary Seaman  
Overhead Crane Operator  
Payroll Clerk  
Porter  
Purchasing Manager  
Purser  
Railroad Brake/Switch Operator  
Railroad Car Rental Sales Representative  
Railroad Construction Manager  
Receptionist  
Recreational Vehicles Repairer  
Risk Management Supervisor  
Routing Clerk  
Safety Manager  
Scale Operator  
Security Guard  
Ship Captain  
Shipmate  
Shipping & Receiving Clerk

Shipping Checker  
Shipping Packer  
Shipwright  
Shipyards Laborer  
Small Engine Mechanic  
Stevedore  
Supply Chain Manager  
Supply Clerk  
Systems Analyst  
Taxi Driver  
Ticket Agent  
Time Clerk  
Top Transportation Officer  
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 Supervisor  
Warehouse Worker