

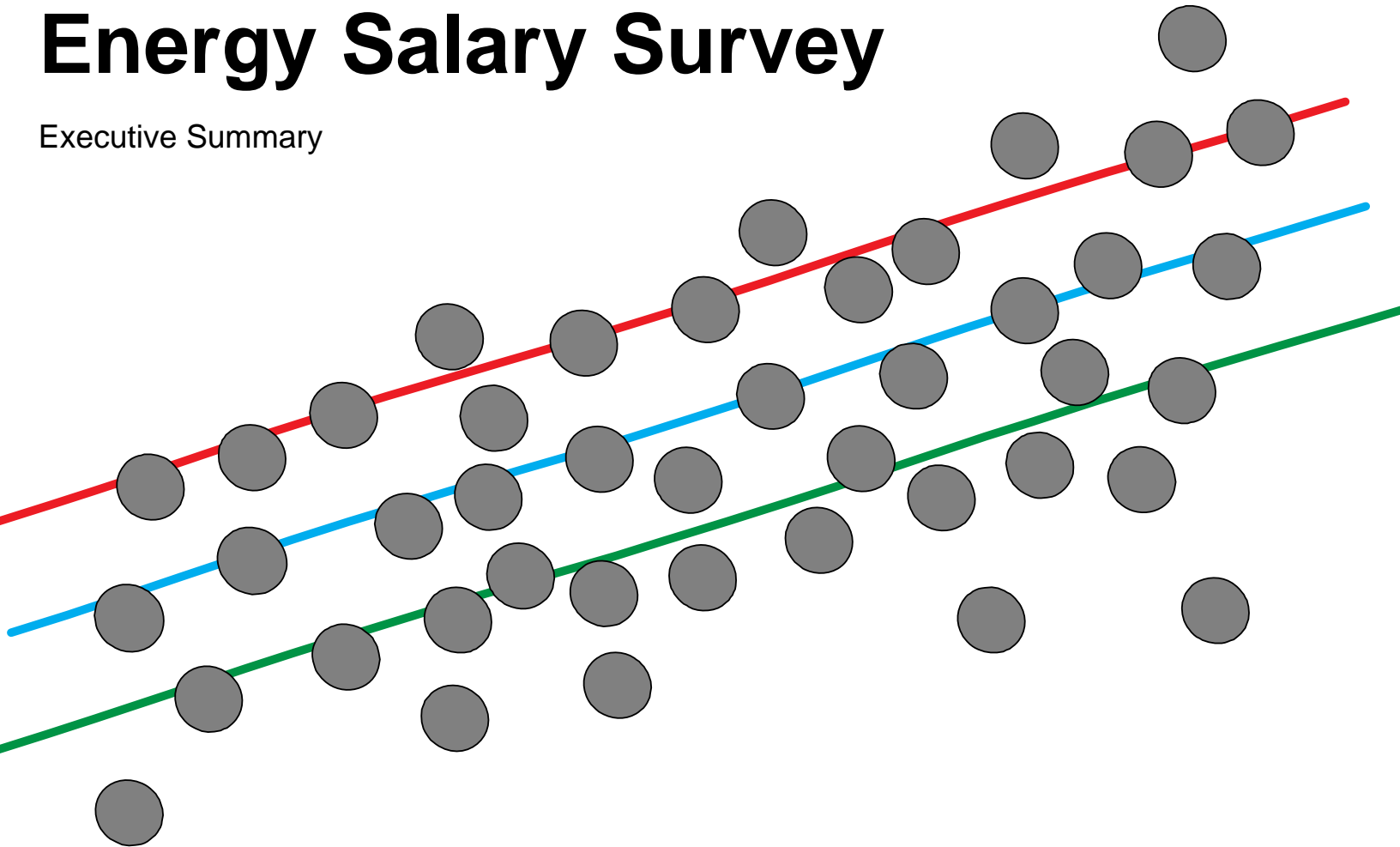


**SALARY
SURVEYS**

2014

Electric Utilities and Renewable Energy Salary Survey

Executive Summary

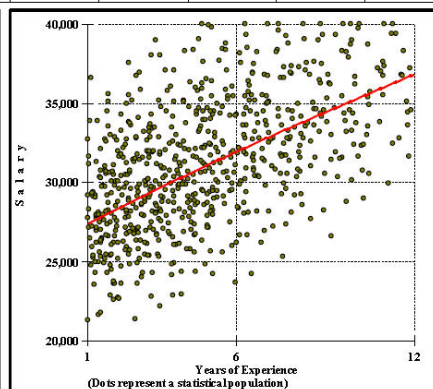


ERI's 2014 Electric Utilities and Renewable Energy Salary Survey provides market-based pay data for 139 benchmark jobs in this 250+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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
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	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	Public Interaction	N	Working in High Places
Language Level	Assignment/Assistance	F	Exposure to Radiation
3	Work Review	O	Working With Explosives
Reasoning Level	Peer Interaction	C	Exposure to Toxic Chemicals
3	Work Behavior	F	Exposure to Biohazards
Aptitudes	Adaptation	O	Other Environmental Conditions
General Learning Ability	Adaptation to Change	F	Additional Measures
3	Hazard Awareness	O	Creativity
Verbal Aptitude	Travel	O	Administrative Activity
3	Independent Planning	F	Discretion/Independent Judgment
Numeric Aptitude		N	
3		F	
Spatial Aptitude		N	
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	\$204,480
Safety Manager	\$90,099
Rate Analyst	\$78,637
Water Treatment Operator	\$47,614
Dispatcher	\$40,122
Security Guard	\$34,873

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	21
\$100,000,000-\$1,000,000,000	79
Greater than \$1,000,000,000	

Benchmark Job List

Accountant	Computer Programmer
Accounting Clerk	Contract Administrator
Accounting Manager	Customer Service Manager
Administrative Assistant	Customer Service Representative (General Calls)
Administrative Engineering Director	Customer Service Representative (Specialized Calls)
Administrative Engineering Manager	Dispatcher
Benefits Analyst	Drafter Utilities
Boiler Operator	Drafting Supervisor
Branch Office Manager	Electric Meter Installer
Cable Puller	Electric Meter Repair Helper
Cable Splicer	Electric Meter Repairer
Cable Tester	Electric Meter Tester
Cable Wirer	Electrical Drafter
Chemical-Radiation Technician	Electrical Engineer
Chief Executive Officer	Electrical Engineering Technician
Chief Financial Officer	Electrical Power Repairer
Chief Human Resources Officer	Electrician Journeyman
Chief Marketing & Sales Officer	Electrolysis Engineer
Chief Operating Officer	Engineering Manager
Civil Engineer	Engineering Supervisor
Civil Engineering Technician	Engineering Technician
Compressed Gas Plant Worker	Environmental Engineer

Environmental Engineering Supervisor	Project Engineer
Environmental Technician	Project Manager (Experience)
Equipment Operator Heavy	Public Relations Manager
Executive Secretary	Pump Repairer
Executive Vice President	Pump Station Operator
Financial Analyst	Purchasing Manager
Forklift Operator	Radiation-Protection Engineer
Gas Compressor Operator	Rate Analyst
Gas Inspector	Reactor Operator Test & Research
Gas Plant Operator	Regulatory Administrator
Hazardous Materials Removal Worker	Reliability Engineer
Heavy Equipment Mechanic	Right-of-Way Agent
Heavy Truck Driver	Safety Engineer
Human Resources Manager	Safety Manager
HVAC Mechanic	Sanitary Engineer
Hydraulic Engineer	Security Guard
Hydroelectric Station Operator	Service Order Clerk
Instrument Technician	Sewage Facilities Supervisor
Laboratory Technician Utilities	Sewage Plant Operator
Line Erector	Solar Energy System Installer
Line Repairer Utilities	Solar Energy Systems Designer
Line Supervisor	Stationary Engineer
Line Walker	Street Light Servicer
Machinery Mechanic	Substation Operator
Maintenance Electrician	Substation Wireman
Maintenance Worker	Systems Analyst
Marketing Manager	Tariff Publishing Agent
Materials Handler	Top Business Development Executive
Materials Manager	Top IT Officer
Mechanic Truck	Top Legal Officer
Meter Reader	Tree Trimmer
Meter Repairer	Truck Driver Refuse
Nuclear Criticality Safety Engineer	Utilities Sales Representative
Nuclear Engineer	Utilities Superintendent
Nuclear Equipment Test Engineer	Utility Clerk Locator
Nuclear Fuels Reclamation Engineer	Utility Complaints Investigator
Nuclear Fuels Research Engineer	Waste Management Engineer
Nuclear Waste Process Operator	Wastewater Treatment Plant Attendant
Operator Nuclear Reactor	Wastewater Treatment Plant Operator
Payroll Manager	Water Maintenance Worker
Plumber	Water Superintendent
Power Distribution Engineer	Water Supervisor
Power Plant Operator	Water Treatment Operator
Power Systems Engineer	Water Treatment Plant Manager
Power Transmission Engineer	Welder
Powerhouse Mechanic	Welding Supervisor
Powerline Supervisor	Wind Generating Installer
Procurement Analyst	