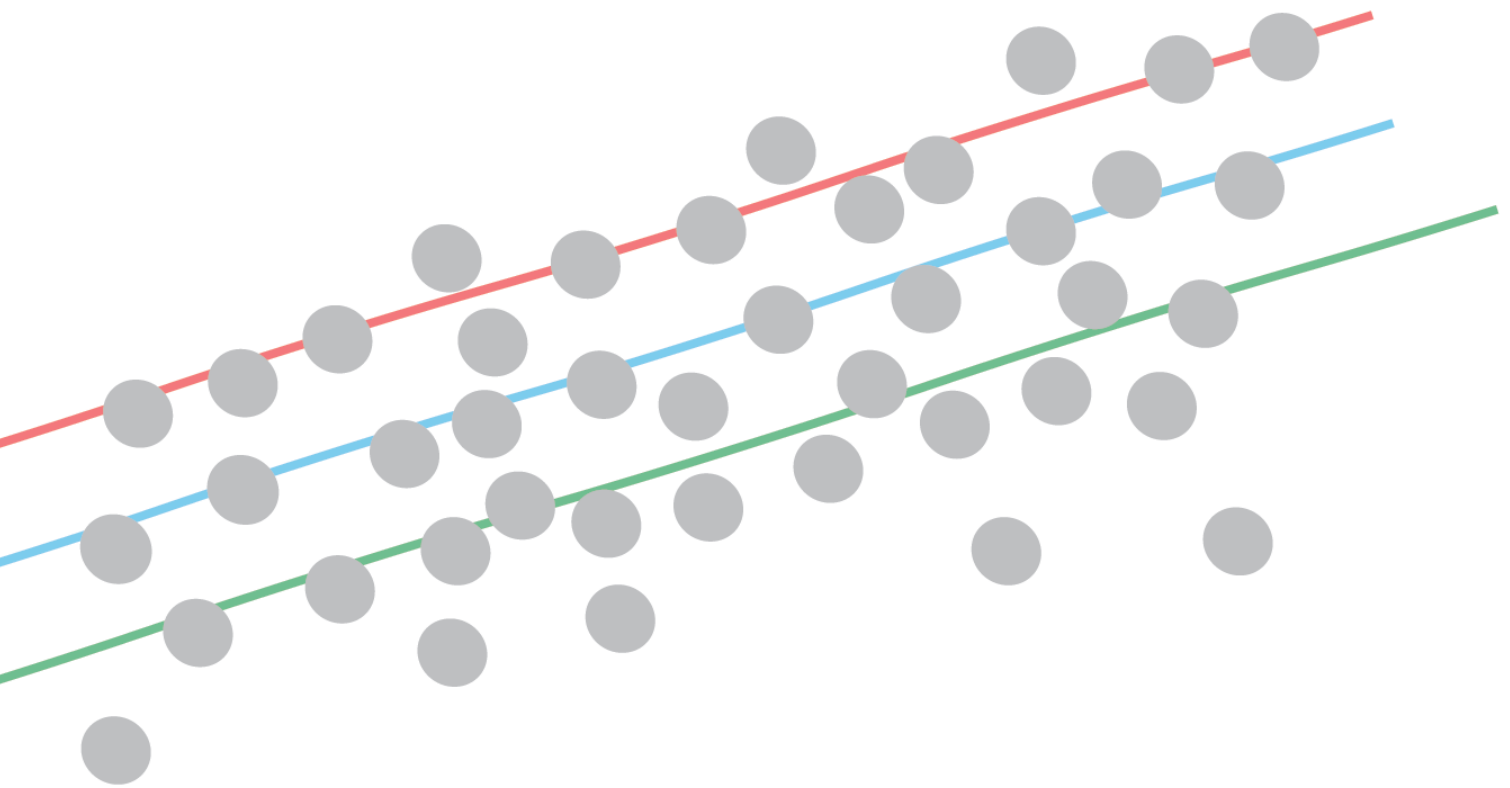


# 2015

## Electric Utilities & Renewable Energy Executive Summary



**SALARY  
SURVEYS**

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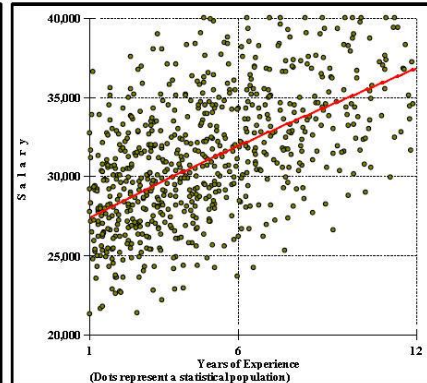
**ERI's 2015 Electric Utilities and Renewable Energy Salary Survey** provides market-based pay data for 132 benchmark jobs in this 264+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2015.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual 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	Environmental Conditions
<b>Understanding &amp; Memory</b>			
eDOT code 235.662-019	Memory F	Strength S	Far Acuity N
Occupational Code 235	Short Instruction Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Detailed Instruction Memory F	Frequently Lift/Carry O	Accommodation N
Education Level 6	<b>Sustained Concentration &amp; Persistence</b>	Push/Pull N	Color Vision N
<b>Worker Functions</b>	Short Instruction F	Walking O	Field of Vision O
Data 6	Detailed Instruction N	Sitting C	<b>Environmental Conditions</b>
People 6	Concentration & Attention F	Standing O	Exposure to Weather N
Things 2	Work Schedule F	Sit/Stand Option O	Extreme Cold N
<b>Literacy Demands</b>	Work Routine F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Distractions F	Balancing N	Wet and/or Humid N
Language Level 3	Work Decisions F	Stooping N	Noise Intensity Level 2
Reasoning Level 3	Work Completion F	Kneeling N	Vibration N
<b>Aptitudes</b>	<b>Social Interaction</b>	Crouching N	Atmospheric Conditions N
General Learning Ability 3	Public Interaction F	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 4	Assignment/Assistance F	Reaching N	Exposure to Electrical Shock N
Numeric Aptitude 3	Work Review O	Reaching Upward F	Working in High Places N
Spatial Aptitude 3	Peer Interaction F	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Work Behavior F	Handling C	Working With Explosives N
Clerical Perception 3	<b>Adaptation</b>	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 3	Adaptation to Change F	Feeling O	Exposure to Biohazards O
Finger Dexterity 3	Hazard Awareness O	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 3	Travel O	Talking C	<b>Additional Measures</b>
Eye-Hand-Foot Coord. 1	Independent Planning F	Hearing F	Creativity O
Color Discrimination 1		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	\$205,672
Safety Manager	\$94,056
Rate Analyst	\$79,308
Gas Compressor Operator	\$55,131
Dispatcher	\$56,004
Security Guard	\$35,736

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

## Benchmark Job List

Accountant	Electric Meter Tester
Accounting Manager	Electrical Drafter
Administrative Assistant	Electrical Engineer
Administrative Engineering Director	Electrical Engineering Technician
Administrative Engineering Manager	Electrical Power Repairer
Benefits Analyst	Electrical Repairer
Boiler Operator	Electrician Journeyman
Branch Office Manager	Electrolysis Engineer
Cable Puller	Engineering Manager
Cable Splicer	Engineering Technician
Cable Tester	Environmental Engineer
Cable Wirer	Environmental Supervisor
Chemical-Radiation Technician	Environmental Technician
Chief Executive Officer	Equipment Operator Heavy
Chief Financial Officer	Executive Secretary
Chief Human Resources Officer	Executive Vice President
Chief Marketing & Sales Officer	Financial Analyst
Chief Operating Officer	Forklift Operator
Civil Engineer	Gas Compressor Operator
Civil Engineering Technician	Gas Inspector
Compressed Gas Plant Worker	Gas Plant Operator
Computer Programmer	Heavy Equipment Mechanic
Contract Administrator	Heavy Truck Driver
Controller	Human Resources Manager
Customer Service Manager	HVAC Mechanic
Customer Service Representative (General Calls)	Hydraulic Engineer
Customer Service Representative (Specialized Calls)	Hydroelectric Station Operator
Data Warehouse Manager	Instrument Technician
Dispatcher	Laboratory Supervisor
Drafter Utilities	Laboratory Technician Utilities
Drafting Supervisor	Line Erector
Electric Meter Installer	Line Repairer Utilities
Electric Meter Repair Helper	Line Supervisor
Electric Meter Repairer	Line Walker

Maintenance Electrician  
Maintenance Manager  
Maintenance Supervisor  
Maintenance Worker  
Marketing Manager  
Materials Handler  
Materials Manager  
Mechanic Truck  
Meter Reader  
Meter Repairer  
Nuclear Criticality Safety Engineer  
Nuclear Engineer  
Nuclear Equipment Test Engineer  
Nuclear Fuels Reclamation Engineer  
Nuclear Fuels Research Engineer  
Nuclear Waste Process Operator  
Operator Nuclear Reactor  
Payroll Manager  
Plumber  
Power Distribution Engineer  
Power Plant Operator  
Power Systems Engineer  
Power Transmission Engineer  
Powerhouse Mechanic  
Procurement Analyst  
Production Engineer  
Production Manager  
Project Engineer  
Project Manager  
Public Relations Manager  
Pump Repairer  
Pump Station Operator

Purchasing Agent  
Purchasing Manager  
Radiation-Protection Engineer  
Rate Analyst  
Reactor Operator Test & Research  
Regulatory Administrator  
Right-of-Way Agent  
Safety Engineer  
Safety Manager  
Security Guard  
Server Administrator  
Service Order Clerk  
Solar Energy System Installer  
Solar Energy Systems Designer  
Stationary Engineer  
Storage Administrator  
Storekeeper  
Street Light Servicer  
Substation Operator  
Substation Wireman  
Systems Analyst  
Tariff Publishing Agent  
Top IT Officer  
Top Legal Officer  
Tree Trimmer  
Utilities Sales Representative  
Utilities Superintendent  
Utility Clerk Locator  
Utility Complaints Investigator  
Welder  
Welding Supervisor  
Wind Generating Installer