ERI's 2013 Engineering and Environmental Services Salary Survey provides market-based pay data for 165 benchmark jobs in this 300+ 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, 2013.

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	Firs Quartile		Third Quartile	Ninth Decile	Rate of Error
Public Databases Annual Salary Incentive/VariablePay Total Direct Annual Compensation		\$26,404 \$26,404	\$19,014 \$19,014	\$21,622 \$21,622		\$33,302 \$33,302	\$37,702 \$37,702	0.2
ERI Assessor Databases Annual Salary Inceniive/VariablePay Total Direct Annual Compensation		\$30,513 \$356 \$30,869	\$26,074 \$306 \$26,380	\$27,900 \$328 \$28,228	\$352	\$32,661 \$384 \$33,045	\$35,035 \$411 \$35,446	
Survey Participants' Databases Annual Salary Incentive/VariablePay Total Direct Annual Compensation	227	\$37,079 \$1,955 \$39,034	\$18,032 \$500 \$18,532	\$28,167 \$969 \$29,136	\$1,456	\$41,404 \$3,262 \$44,666	\$44,000 \$5,000 \$49,000	1.1
Position Description Greets and receives callers or visitors at establishment, and det or visitor's rame, arranges for appointment with or notifies pers caller to destination, and records name, time of call, nature of b visitor's pass when required. May type memos, correspondence operate PBX telephone console to receive incoming messages. inquiries. May perform variety of clerical duties and other dut collect and distribute mail and messages. May work in office of facility and be designated accordingly. eDOT: 237.367-038	on called upon usiness, and pe e, reports, and May make fut ies pertinent to	on caller's arriva rson called upon other document ire appointments type of establis!	al, guides 1. May issue 5. May 5 and answer hment. May	40,000 - 35,000 - 35,000 - 30,000 - 20,000 - 1	Do ts rep resent a st	6 Years of Experi tistical populatio		12

## Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*		Mental & Stress Demands		Physical Demands	2	Far Acuity	Ν
		Understanding & Memory		Strength	S	Depth Perception	N
eDOT code	237.367-038	Memory	F	Occasionally Lift/Carry	0	A ccommodation	0
Occupational Code	237	Short Instruction Memory	F	Frequently Lift/Carry	0	Color Vision	N
Specific Vocational Preparation (SVP)	4	Detailed Instruction Memory	F	Push/Pull	N	Field of Vision	0
EducationLevel	5	Sustained Concentration & Persistence		Walking	0	Environmental Conditions	
Worker Functions		Short Instruction	F	Sitting	F	Exposure to Weather	N
Data	3	Detailed Instruction	0	Standing	0	ExtremeCold	N
People	6	Concentration & Attention	F	Sit/Stand Option	N	ExtremeHeat	N
Things	7	WorkSchedule	0	Climbing	N	Wet and/or Humid	N
Literacy Demands		Work Routine	F	Balancing	N	Noise Intensity Level	2
Mathematics Level	2	Work Distractions	F	Stooping	N	Vibration	N
LanguageLevel	3	Work Decisions	0	Kneeling	N	Atmospheric Conditions	N
ReasoningLevel	3	Work Completion	F	Crouching	N	Proximity to Moving Parts	N
Aptitudes	22	Social Interaction		Crawling	N	Exposure to Electrical Shock	N
General Learning Ability	3	Public Interaction	F	Reaching	0	Working In High Places	N
Verbal Aptitude	3	A ssignment/A ssistance	F	ReachingUpward	0	Exposure to Radiation	N
Numeric Aptitude	2	Work Review	0	ReachingDownward	0	Working With Explosives	N
Spatial Aptitude	2	Peer Interaction	F	Handling	0	Exposure to Toxic Chemicals	N
Form Perception	2	Work Behavior	F	Fingering	0	Exposure to Biohazards	N
Clerical Perception	3	Adaptation		Feeling	N	Other Environmental Conditions	N
Motor Coordination	2	A daptation to Change	0	Keyboard Use	F	Additional Measures	
Finger Dexterity	3	Hazard Awareness	0	Talking	F	Creativity	0
Manual Dexterity	2	Travel	0	Hearing	0	Administrative Activity	0
Eye-Hand-Foot Coord	2	Independent Planning	0	Tasting/Smelling	N	Discretion/Independent Judgment	F
Color Discrimination	1			Near Acuity	0		

\* For an explanation of eDOT SCO values, please see the definitions on page 265.

Trended EEO-1 Demographic Estimates Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month eDOT Title:	/Year:	Receptionist			Codes: eDOT Code:		237.367-038	
OES Area:		US - National			OES Code:		1930007000000	
SOC Job Family	<i>r</i> :	Receptionists and In	formation Clerks		SOC Code:		434171	
			Black or African	Native Hawaiian or Other Pacific			American Indian or	
	Total	White	American	Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Race
Male	7.3%	4.8%	0.9 %	0.0%	0.4 %	0.9%	0.1%	0.2%
Female	92.7%	68.2%	9.6%	0.1%	2.0 %	10.5 %	0.6%	1.6%
Totals	100.0%	72.9%	10.5%	0.1%	2.5%	11.4 %	0.6%	1.8%

Benchmark Title	Mean Total Compensation			
Chief Human Resources Officer	\$238,837			
Accounting Manager	\$103,655			
Logistics Engineer	\$83,816			
Geological Drafter	\$56,198			
Receptionist	\$32,498			

Information is from ERI Assessor databases as of March 31, 2013.

## 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	13			
\$1,000,000-\$10,000,000	44			
\$10,000,000-\$100,000,000	25			
\$100,000,000-\$1,000,000	13			
Greater than \$1,000,000,000	6			

## Benchmark Job List

Accountant Accounting Clerk Accounting Manager Administrative Assistant Administrative Engineering Director Administrative Engineering Manager Administrative Engineering Supervisor Aerodynamicist **Aeronautical Engineer Aeronautical Sales Engineer** Agricultural Engineer **Airport Engineer** Archaeologist Architect Architectural Drafter Area Sales Manager **Automotive Engineer Biomedical Engineer Biomedical Engineering Technician Blueprint Machine Operator** CAD/CAM Design Drafter CAD/CAM/CAE Technician **Ceramic Engineer** 

**Chemical Engineer Chemical Engineering Supervisor Chemical Engineering Technician Chemical Test Engineer** Chemist **Chief Executive Officer Chief Financial Officer Chief Human Resources Officer Chief Marketing & Sales Officer Chief Operating Officer Civil Engineer Civil Engineering Drafter Civil Engineering Technician Commercial Broadcast Engineer Communications Engineer Computer Hardware Engineer Computer Software Engineer Construction Engineer Construction Engineering Director Construction Engineering Manager Construction Engineering Supervisor Contract Administration Manager Contract Technician** 

**Controls Designer Design Drafter Design Engineering Manager Documentation Engineer** Drafter Drafter (Simple) **Drafter Aeronautical Drafter Apprentice Drafting Supervisor Electrical Drafter Electrical Engineer Electrical Engineering Technician Electrical Test Engineer Electrolysis Engineer Electronics Engineer Electro-Optical Engineer Engineer Nuclear Safety Engineering Assistant Engineering Assistant Mechanical Engineering Consultant Engineering Cost Estimator Engineering Director Engineering Manager Engineering Services Sales Representative Engineering Supervisor Engineering Technician Environmental Consulting Services Sales Representative Environmental Engineer Environmental Engineering Manager Environmental Engineering Supervisor Environmental Research Manager Environmental Scientist Environmental Technician Facilities Engineer Fire Protection Engineer Forest Ecologist** Geographer **Geological Aide Geological Drafter** Geologist **Geophysical Surveyor** Geophysicist Hazardous Materials Removal Worker Human Resources Manager Hydraulic Engineer Hydro Pneumatic Tester Hydrographer Hydrologist

Illuminating Engineer Industrial Designer Industrial Engineer Industrial Engineering Technician **Industrial Hygienist** Instrument Technician Laboratory Technician Lead Surveyor Logistics Engineer Manufacturing Engineer Marine Engineer Marine Services Technician Marketing Manager Mechanical Drafter **Mechanical Engineer** Metrologist Mine Safety Engineer Mining Engineer **Network Engineer Nuclear Criticality Safety Engineer** Nuclear Engineer Nuclear Equipment Test Engineer **Nuclear Fuels Reclamation Engineer Nuclear Fuels Research Engineer Operations Manager Operations Research Analyst Operations Research Director Packaging Engineer Payroll Clerk Petroleum Engineer Photogrammetric Engineer Pollution Control Engineer Power Distribution Engineer Process Engineering Director Product Design Engineer Product Development Engineer Programmer Engineer Project Engineer** Project Manager (Experience) **Purchasing Manager Quality Control Engineer** Receptionist **Reliability Engineer Resource Recovery Engineer** Safety Engineer Sales Engineer Sales Representative (Highly Complex Products) Sales Representative (Semi-Technical Products)

Sanitary Engineer Soil Scientist Soils Engineer Specifications Writer Standards Analyst Standards Engineer Statistician Structural Drafter Structural Engineer Survey Party Chief Surveyor Surveyor Assistant Surveyor Helper Technical Writer Test Data Acquisition Technician Test Engineer Test Engineering Director Test Engineering Manager Test Engineering Supervisor Test Technician Transportation Engineer Value Engineer Waste Management Engineer