



**SALARY
SURVEYS**

2014

Engineering and Environmental Services Salary Survey

Executive Summary

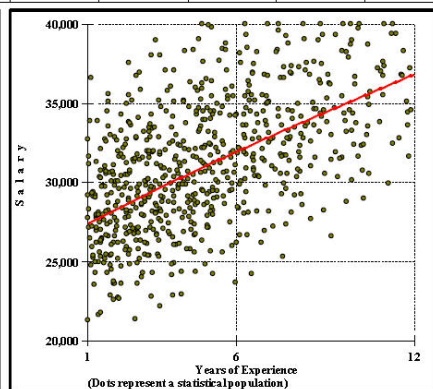


ERI's 2014 Engineering and Environmental Services Salary Survey provides market-based pay data for 166 benchmark jobs in this 300+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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

* 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	\$237,253
Accounting Manager	\$105,505
Logistics Engineer	\$86,085
Geological Drafter	\$57,013
Receptionist	\$32,488

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	11
\$10,000,000-\$100,000,000	44
\$100,000,000-\$1,000,000,000	33
Greater than \$1,000,000,000	11

Benchmark Job List

Accountant	Chemical Engineer
Accounting Clerk	Chemical Engineering Supervisor
Accounting Manager	Chemical Engineering Technician
Administrative Assistant	Chemical Test Engineer
Administrative Engineering Director	Chemist
Administrative Engineering Manager	Chief Executive Officer
Administrative Engineering Supervisor	Chief Financial Officer
Aerodynamicist	Chief Human Resources Officer
Aeronautical Engineer	Chief Marketing & Sales Officer
Aeronautical Sales Engineer	Chief Operating Officer
Agricultural Engineer	Civil Engineer
Airport Engineer	Civil Engineering Drafter
Archaeologist	Civil Engineering Technician
Architect	Commercial Broadcast Engineer
Architectural Drafter	Communications Engineer
Area Sales Manager	Computer Hardware Engineer
Automotive Engineer	Computer Software Engineer
Biomedical Engineer	Construction Engineer
Biomedical Engineering Technician	Construction Engineering Director
Blueprint Machine Operator	Construction Engineering Manager
CAD/CAM Design Drafter	Construction Engineering Supervisor
CAD/CAM/CAE Technician	Contract Administration Manager
Ceramic Engineer	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
Geographic Information System Specialist
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