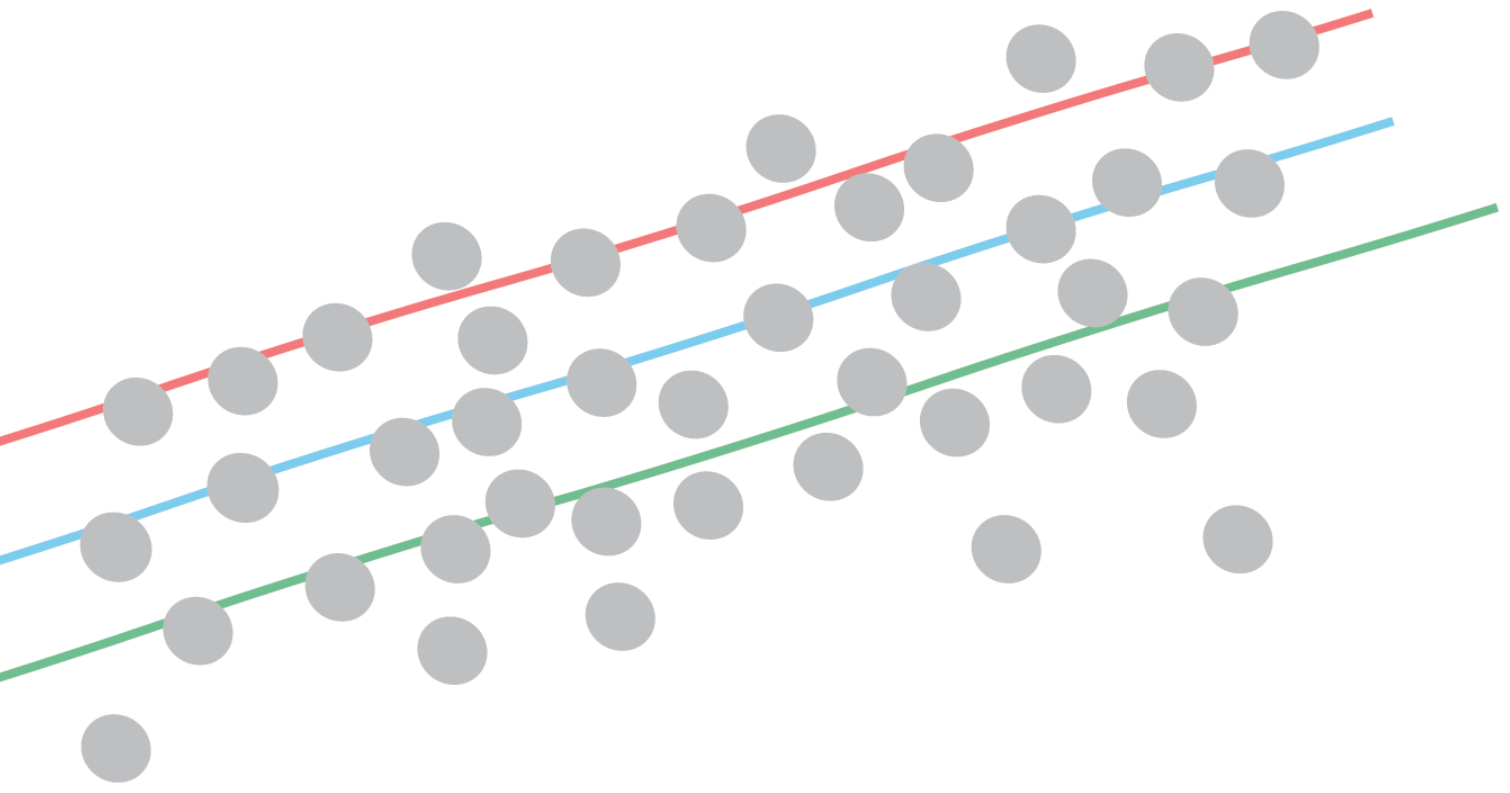


2015

Engineering & Environmental Services Executive Summary



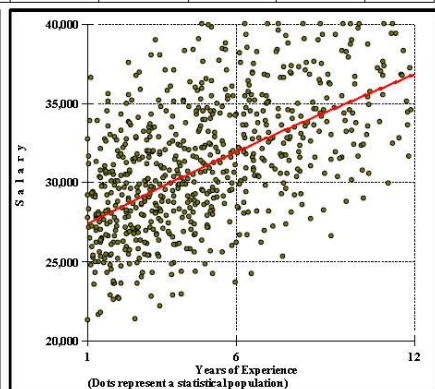
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.erieri.com

ERI's 2015 Engineering and Environmental Services 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
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 235.662-019	Understanding & Memory	Strength S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry O	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
	Work Schedule F	Climbing N	Extreme Heat N
Literacy Demands	Work Routine F	Balancing N	Wet and/or Humid N
Mathematics Level 2	Work Distractions F	Stooping N	Noise Intensity Level 2
Language Level 3	Work Decisions F	Kneeling N	Vibration N
Reasoning Level 3	Work Completion F	Crouching N	Atmospheric Conditions N
Aptitudes	Social Interaction	Crawling N	Proximity to Moving Parts N
General Learning Ability 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Verbal Aptitude 4	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Numeric Aptitude 3	Work Review O	Reaching Downward O	Exposure to Radiation N
Spatial Aptitude 2	Peer Interaction F	Handling C	Working With Explosives N
Form Perception 2	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Clerical Perception 3	Adaptation	Feeling O	Exposure to Biohazards O
Motor Coordination 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Finger Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Manual Dexterity 3	Travel O	Hearing F	Creativity O
Eye-Hand-Foot Coord. 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
Color Discrimination 1		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	\$238,634
Project Manager	\$128,173
Logistics Engineer	\$88,318
Geological Drafter	\$58,343
Receptionist	\$33,251

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

Benchmark Job List

Accountant	Drafter
Administrative Assistant	Drafter Civil Engineering
Administrative Engineering Director	Drafting Supervisor
Administrative Engineering Manager	Electrical Engineer
Administrative Engineering Supervisor	Electrical Engineering Technician
Aeronautical Engineer	Electrical Test Engineer
Agricultural Engineer	Electrolysis Engineer
Airport Engineer	Electronics Engineer
Automotive Engineer	Electro-Optical Engineer
Blueprint Machine Operator	Engineer Nuclear Safety
CAD/CAM Design Drafter	Engineering Assistant
CAD/CAM/CAE Technician	Engineering Assistant Mechanical
Chemical Engineer	Engineering Consultant
Chemical Engineering Supervisor	Engineering Cost Estimator
Chemical Engineering Technician	Engineering Director
Chemical Test Engineer	Engineering Manager
Chief Executive Officer	Engineering Services Sales Representative
Chief Financial Officer	Engineering Supervisor
Chief Human Resources Officer	Engineering Technician
Chief Operating Officer	Environmental Consulting Services Sales Representative
Civil Engineer	Environmental Engineer
Civil Engineering Technician	Environmental Engineering Manager
Communications Engineer	Environmental Research Manager
Computer Hardware Engineer	Environmental Scientist
Construction Engineer	Environmental Supervisor
Construction Engineering Director	Environmental Technician
Construction Engineering Manager	Facilities Engineer
Construction Engineering Supervisor	Fire Protection Engineer
Contract Technician	Forest Ecologist
Controller	Geographer
Controls Designer	Geographic Information System Specialist
Design Drafter	Geological Aide
Design Engineer	Geological Drafter
Design Engineering Manager	Geologist
Documentation Engineer	Geophysical Surveyor

Geophysicist
Human Resources Manager
Hydraulic Engineer
Hydro Pneumatic Tester
Hydrographer
Hydrologist
Illuminating Engineer
Industrial Engineer
Industrial Engineering Technician
Industrial Safety Technician
Lead Surveyor
Logistics Engineer
Manufacturing Engineer
Marine Engineer
Mechanical Engineer
Metrologist
Mine Safety Engineer
Mining Engineer
Network 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
Process Engineering Director

Product Development Engineer
Programmer Engineer
Project Engineer
Project Manager
Quality Control Engineer
Radiation Monitor
Receptionist
Reliability Engineer
Safety Engineer
Sales Engineer
Sales Representative (Highly Complex Products)
Sales Representative (Semi-Technical Products)
Software Engineer
Soil Scientist
Soils Engineer
Specification Writer
Standards Analyst
Standards Engineer
Structural Engineer
Surveyor
Surveyor Assistant
Systems Administrator
Technical Writer
Technician Test Data Acquisition
Test Engineer
Test Engineering Manager
Test Engineering Supervisor
Test Technician
Transportation Engineer
Value Engineer