

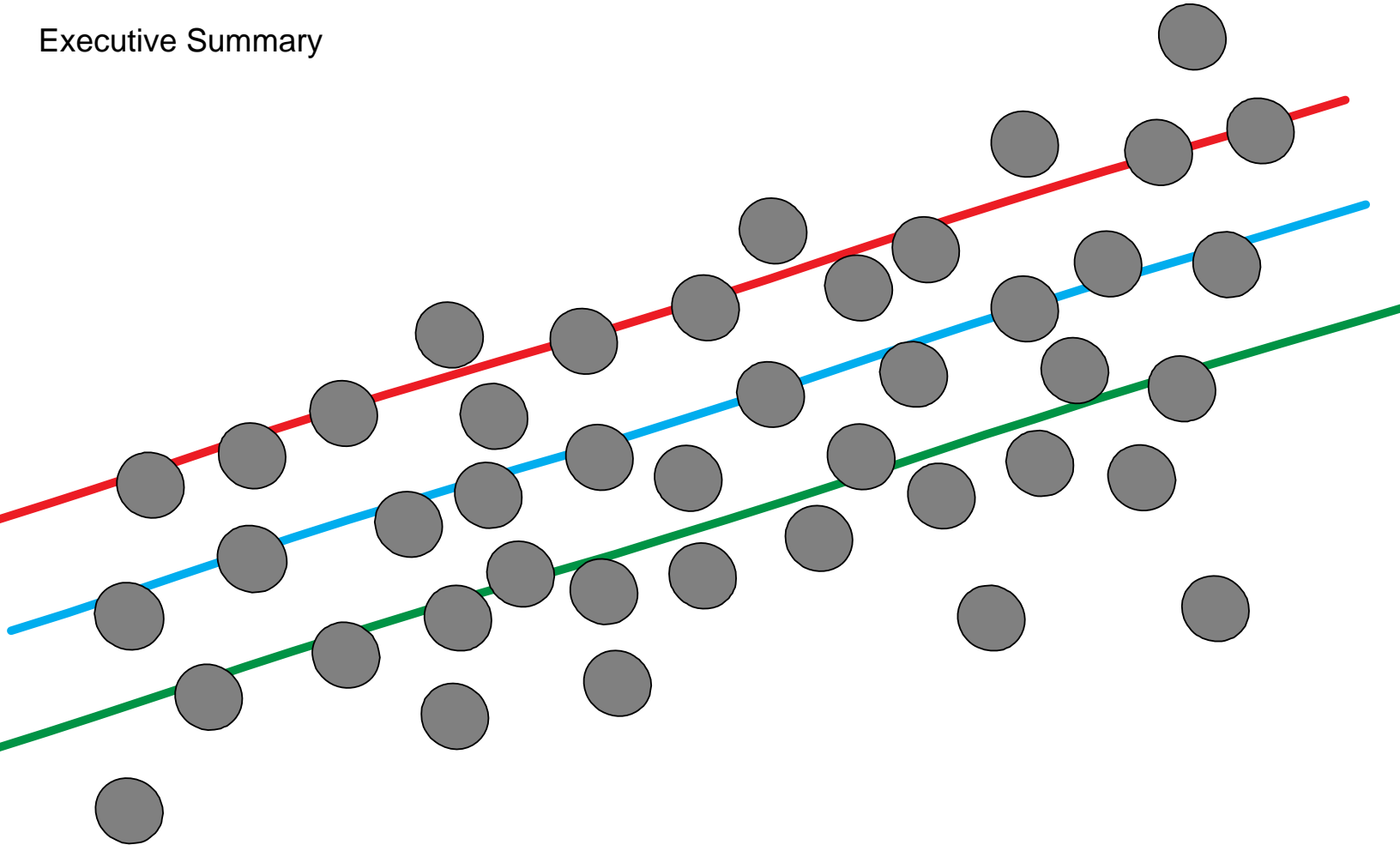


**SALARY
SURVEYS**

2014

General Industry Salary Survey

Executive Summary

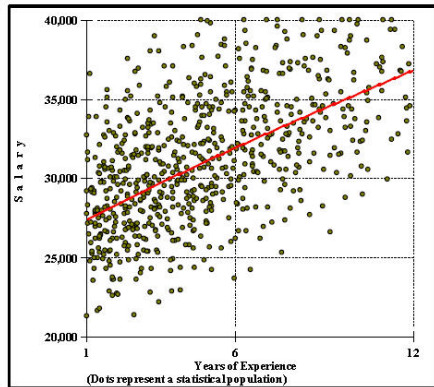


ERI's 2014 General Industry Salary Survey provides market-based pay data for 124 benchmark jobs in this 240+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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 235.662-019	Understanding & Memory	Strength	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	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
Literacy Demands	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 3	Work Distractions F	Stooping N	Noise Intensity Level 2
Reasoning Level 3	Work Decisions F	Knocking N	Vibration N
Aptitudes	Work Completion F	Crouching N	Atmospheric Conditions N
General Learning Ability 3	Social Interaction	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 4	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling C	Working With Explosives N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 3	Adaptation	Feeling O	Exposure to Biohazards O
Finger Dexterity 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Eye-Hand-Foot Coord. 1	Travel O	Hearing F	Creativity O
Color Discrimination 1	Independent Planning F	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	\$249,002
Safety Manager	\$95,450
Production Supervisor	\$67,139
Automobile Mechanic	\$55,368
Machine Operator	\$39,358
Receptionist	\$32,544

Information is from ERI Assessor databases as of March 31, 2014.

Benchmark Job List

Accountant	Electrical Engineer
Accounting Clerk	Electrical Engineering Technician
Accounting Manager	Electrician - Certified
Administrative Assistant	Electronics Technician
Advertising Manager	Engineering Manager
Area Sales Manager	Engineering Technician
Automobile Mechanic	Executive Secretary
Benefits Analyst	Expediter
Bookkeeper	Facilities Planner
Building & Facilities Manager	File Clerk
Business Analyst	Financial Analyst
Buyer/Purchasing Agent	Food Service Worker
Carpenter (Gen/Maint)	Forklift Operator
Cashier	General Clerk
Chemist	Graphic Designer
Chief Executive Officer	Groundskeeper
Chief Financial Officer	Human Resources Analyst
Chief Human Resources Officer	Human Resources Manager
Chief Marketing & Sales Officer	Industrial Engineer
Chief Operating Officer	Information Systems Manager
Computer Programmer	Internal Auditor
Computer Software Engineer	Janitor
Construction Worker	Legal Secretary
Contract Administrator	Machine Assembler
Controller, Top Corporate	Machine Operator
Customer Service Manager	Mail Clerk
Customer Service Representative (General Calls)	Maintenance Electrician
Customer Service Representative (Specialized Calls)	Maintenance Manager
Customer Service Supervisor	Maintenance Mechanic
Data Entry Operator	Maintenance Technician
Database Administrator	Manufacturing Engineer
Distribution Manager	Manufacturing Manager
Drafter (Simple)	Manufacturing Worker
Drafting Supervisor	Market Research Analyst

Marketing Manager
Marketing Representative
Materials Handler
Materials Manager
Mechanical Engineer
Numerical Control Programmer
Occupational Nurse
Office Manager
Order Clerk
Packaging/Filling Operator
Paralegal
Payroll Clerk
Payroll Supervisor
Plant Manager (Experience)
Plumber
Product or Brand Sales Manager
Production Clerk
Production Coordinator
Production Engineer
Production Manager
Production Planner
Production Supervisor
Programmer Analyst
Project Engineer
Project Manager (Experience)
Public Relations Representative
Purchasing Manager
Quality Control Manager
Quality Control Technician

Receptionist
Recruiter
Regional Sales Manager
Relocation Specialist
Safety Manager
Sales Clerk Retail
Sales Engineer
Sales Representative
Secretary
Security Guard
Security Manager
Shipping & Receiving Clerk
Shipping Packer
Shop Laborer
Staff Attorney
Systems & Programming Manager
Systems Analyst
Telemarketer
Telemarketing Supervisor
Transportation Manager
Truck Driver Tractor Trailer
Truck Mechanic
Warehouse Manager
Warehouse Supervisor
Warehouse Worker
Welder
Workers' Compensation Administrator