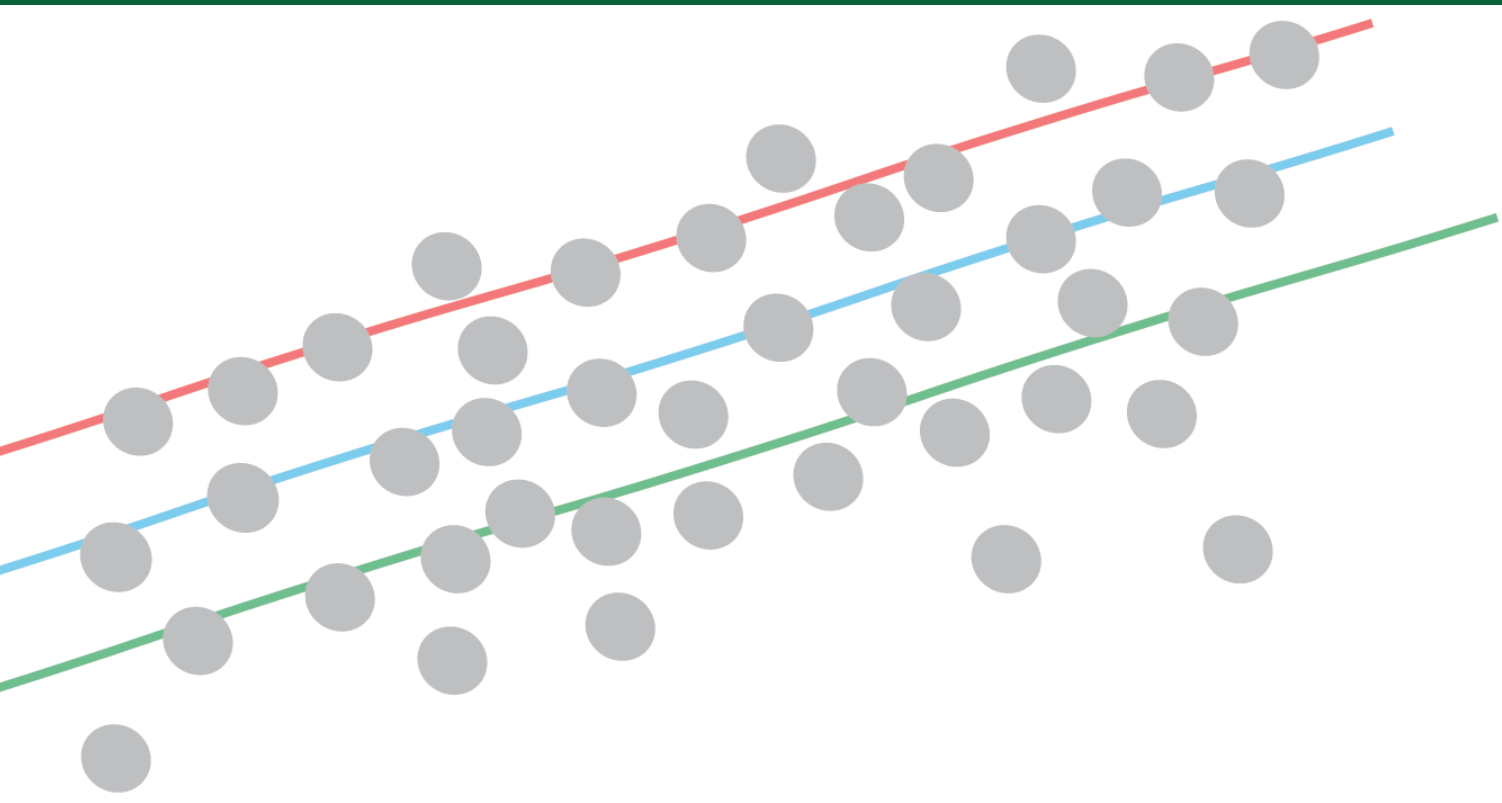


2015

General Industry Salary Survey Executive Summary



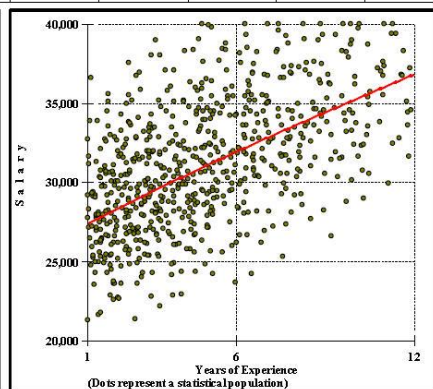
111 Academy Drive, Suite 270
Irvine, CA 92617
877-210-6563
www.salary-surveys.erieri.com

ERI's 2015 General Industry Salary Survey provides market-based pay data for 124 benchmark jobs in this 248+ 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
G 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	\$250,502
Safety Manager	\$99,757
Production Supervisor	\$67,608
Automobile Mechanic	\$55,609
Machine Operator	\$40,209
Receptionist	\$33,309

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

Benchmark Job List

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

Mechanical Engineer
Occupational Nurse
Office Manager
Order Clerk
Packaging/Filling Operator
Paralegal
Payroll Clerk
Payroll Supervisor
Plant Manager
Plumber
Product Or Brand Sales Manager
Production Clerk
Production Coordinator
Production Engineer
Production Manager
Production Planner
Production Supervisor
Programmer Analyst
Programmer Numerical Control
Project Engineer
Project Manager
Public Relations Representative
Purchasing Manager
Quality Control Manager
Quality Control Technician
Receptionist
Recruiter
Regional Sales Manager

Relocation Specialist
Safety Manager
Sales Area Manager
Sales Clerk
Sales Engineer
Sales Representative
Secretary
Security Guard
Security Manager
Shipping & Receiving Clerk
Shipping Packer
Shop Laborer
Software Engineer
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