



ERI ECONOMIC RESEARCH INSTITUTE OCCUPATIONAL ASSESSOR®

ERI's **Occupational Assessor** FLSA Overtime Module is a web-based application used for estimating overtime exemption status at the state and federal level. Answer job analysis questions reflecting regulations specified in the Fair Labor Standards Act (FLSA) and state level overtime rules to generate a predicted exemption status.

This version includes:

- Ability to select any of over 19,000 position titles to initiate an analysis, allowing for default comparative norms to be shown.
- More than 1,000 industry sectors
- 6,000 U.S. cities allowing for states that have unique exempt and non-exempt provisions.
- Review the job analysis questions required by Part 541 regulations as well as unique state-related regulations
- Graphically display rates of error in the form of distributions for most questions, greatly enhancing the ability to discuss with employees the range of measures that might be selected.
- Exemption status prediction based on job analysis:
 - Federal level
 - States with unique overtime laws.
- Ability to save, print, and edit your analyses.

FLSA Analysis

Incumbent Data

Analysis Date: 1/15/2015	Work Location: El Segundo, CA (90245)
Organization: Southern Engineering	Primary Industry: Engineering Services (8711)
Incumbent Name: Carol Jacobs	Position Title: Engineer
Other ID:	eDOT Job Match: Engineer
Years in Position: 8	Job Family: Ship Engineers

Results

	California	Federal	PAQ Score
Calculated Result:	Nonexempt	Unassigned	2.16
Subscriber Determination:		Unassigned	

Potentially Exempt (Professional) by Citation, see References section below

Analysis

Type	Bright Line Exemption Tests	Test Confidence	Test Confidence	Passed	Notes
X	Executive				
A	Administrative		85%	FAILS	
P	Professional		93%	FAILS	
C	Computer		93%		
S	Sales (Outside)				

Other Exemption Tests

Commissioned Sales	Maximum Threshold	PAQ Score	Notes
		2.00	100% Exempt Duties

Tests Passed

Type	Duties	% of Work	Comment	Score	Notes
E	plans	30%	projects, supplies tactical approach	0.14	Assigned: 50%
E	supervises	15%	development team	0.01	
E	coordinates	15%	work and schedules	0.01	
E	orders			0.00	
E	adjusts	60%		0.00	
	Nonexempt Duties	60%			
	0%				

Other ERI Semantic Confidence Indicators

N	eDOT (covered match)	Score	Notes
		0.00	
N	eDOT SOC, Job Family Norm	0.00	

PAQ Score (8.5.99): 2.16

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FLSA Analysis

Current Job: Engineer

Job Analysis: eDOT Description, eDOT/IDOT SCOs, Field Analyses Library, O'NET, Video, Position XWalk

Engineer 197.130-010

Alternate Titles
Barge Engineer, Cannery Tender Engineer, Engineer Barge, Engineer First Assistant, Engineer Fishing Vessel, Engineer Second Assistant, Engineer Third Assistant, Engineer Water Transportation, Marine Engine Mechanic, Mechanic Marine Engine, Water Transportation Engineer

Primary Duty
Plans, supervises, and coordinates activities of crew engaged in operating and maintaining propulsion engines and other engines, boilers, deck machinery, and electrical, refrigeration, and sanitary equipment aboard ship.

Functions
Orders crew to repair or replace defective parts, upon inspection of engines and other equipment. Starts engines to propel ship and adjusts engines and power transmission to control speed of ship. Stands engine-room watch during specified periods, observing that required water levels are maintained in boilers, condensers, and evaporators; load on generators is within acceptable limits, and oil and grease cuts are kept full. Repairs machinery, using hand tools and power tools. Maintains engineering log and bell book (orders for changes in speed and direction of ship). May be required to hold appropriate US Coast Guard license, depending upon tonnage of ship, type of engines, and means of transferring power to propeller shaft.

Specific Vocational Preparation (SVP): Level (8)
8 - Over 4 years up to and including 10 years

Libraries Demands - Reasoning: Level (6)
Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagrammatic, or schedule form.

Libraries Demands - Mathematics: Level (4)
Algebra. One with transfer of real numbers, linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related equation of ellipsoids and inequalities; limits and continuity, and probability and statistical inference. Geometry. Descriptive: Analytic geometry, plane and solid, and rectangular coordinates. Shop Math: Practical applications of fractions, percents, ratio and proportion, logarithms, practical algebra, geometric construction, and essential trigonometry.

Libraries Demands - Language: Level (3)
Reading. Read a variety of novels, magazines, atlases, and encyclopedias. Read safety rules, instructions in the use and maintenance of shop tools and equipment and methods and procedures in mechanical drawing and layout work. Writing. Write reports and essays with proper format, punctuation, spelling, and grammar; using all parts of speech. Speaking. Speak before an audience with poise, voice control, and confidence, using correct language and well-modulated voice.

Physical Demands - Strength Rating
Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. Physical demand requirements are in excess of those for Sedentary Work.

Date Last Updated: 1/10/15

Data Option: Subject Matter Expert (SME), Internet Analysis & Original DOT

ABOUT ERI

ERI Economic Research Institute has been trusted for decades to provide compensation survey data. We compile the most robust salary survey, cost-of-living, executive compensation, and job competency data available. Thousands of corporate subscribers, including the majority of the Fortune 500®, rely on ERI analytics to streamline the compensation planning process, develop compensation packages that attract and retain top performers, and provide defensible data that holds up during litigation and audit.



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ERI ECONOMIC RESEARCH INSTITUTE OCCUPATIONAL ASSESSOR®

ERI's **Occupational Assessor** Disability Determination Module is a web-based application used by disability carriers and vocational experts. Complete job analysis forms reflecting an individual's training, experience, and limitations to generate lists of jobs with requirements falling within these restrictions. This edition includes the ability to:

- Identify an individual's previous jobs, training, skills and experience
- Change job measures as required (to indicate an individual's limitations due to injury or other circumstances)
- Review the raw source data
- Produce lists of potential jobs
- Analyze job availability statistics
- Review local employers
- Access job board postings

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Help Settings Occupational Assessor Data as of 1/1/2015

About the Job Full Filter Job Availability Potential Employers Jobs Posted Disability Determination

Basic Advanced Enhanced Predefined Filters -- Select Saved Filter --

Text Industry Job Codes Literacy Demands SVP Physical Demands - Strength

And Titles Containing this text:

Add Above Condition to Filter Overwrite Advanced Context Validity

List positions with:

(Advanced, Physical Demands) Climbing = Not Present
 And (Advanced, Physical Demands) Crawling = Not Present
 And (Advanced, Physical Demands) Stopping = Not Present
 And (Advanced, Physical Demands) Crouching = Not Present
 And (Advanced, Temperments) Dealing with PEOPLE: Present
 And (Advanced, Temperments) DIRECTING, controlling, or planning activities of others: Present
 And (Advanced, Temperments) Performing a VARIETY of duties: Present

TERNATE JOBS (Job Search Results) Position Description Attributes Video

positions displayed

Position Title	eDOT Code	SVP	Strength	SOC Code	O'NET Code	GOE Code
Administrative Director	189117197	8	S	113011	11-1011.00	11.05.01
Aeronautical Sales Engineer	002151010	7	S	419031	41-5031.00	05.01.05
Air Traffic Control Specialist Center	193162018	7	L	532021	53-2021.00	05.03.03
Air Traffic Control Specialist Tower	193162018	7	L	532021	53-2021.00	05.03.03
Airport Control Operator	193162018	7	L	532021	53-2021.00	05.03.03
Analyst Job	166267018	6	S	131141	13-1072.00	11.03.04
Analyst Job Classification	166267018	6	S	131141	13-1072.00	11.03.04
Annual Gift Director	165117014	6	S	273031	27-3031.00	11.09.02
Bookkeeping Supervisor	248137010	6	L	431011	43-1011.02	07.05.01
Bus Transportation Manager	184167054	8	S	113071	11-3071.00	11.11.03

eDOT Job Analysis

Populated with SCOs from Engineer using Subject Matter Expert (SME), Internet Analysis & Original DOT

Employer Name: _____ Employer ZIP Code: _____
 Actual Job Title: Engineer Annual Salary/Wage: 0
 Populated with: Current Job SCOs - Engineer Prepared By: Maryn Garabedian
 SOC Job Family: Ship Engineers Analysis Date: 1/15/2015
 NAICS Industry: All Industries eDOT Number: 197.130-010
 GOE Code: 05.06.02 - Stationary Engineering Census 2010: 9300

Work Environment/Additional Measures

Not Present / None Occasionally (up to 1/3 of the time) Frequently (1/3 to 2/3 of the time) Constantly (over 2/3 of the time)

Work
 Creativity eDOT: Occasionaly Observed: Occasionaly
 Administrative Activity eDOT: Frequently Observed: Frequently
 Discretion/Independent Judgement eDOT: Frequently Observed: Frequently

Specific Vocational Preparation (SVP)

eDOT: 8 Observed: 8

0 Short demonstration only
 1 Anything beyond short demonstration up to and including 1 month
 2 Over 1 month up to and including 3 months
 3 Over 3 months up to and including 6 months
 4 Over 6 months up to and including 1 year
 6 Over 1 year up to and including 2 years
 7 Over 2 years up to and including 4 years
 8 Over 4 years up to and including 10 years
 9 Over 10 years
 (Note: The levels of this scale are mutually exclusive and do not overlap.)

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