

# ERI's Salary Assessor Software



*Salary survey software  
for the US, Canada, UK, and Europe*

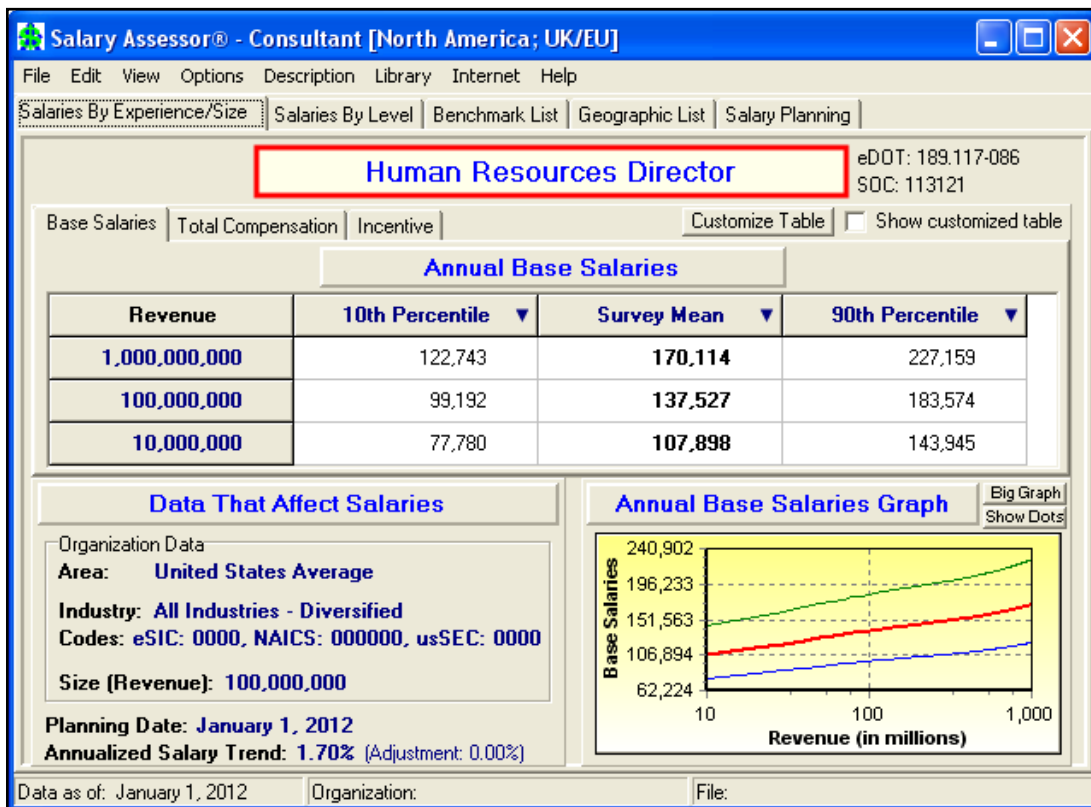
# SALARY GUIDE

ERI's **Salary Assessor**® software reports competitive salary survey data for more than 5,800 jobs in the United States and Canada. (A European edition provides salary data for Austria, Belgium, Denmark, France, Greece, Italy, Luxembourg, the Netherlands, Poland, Portugal, and the United Kingdom.)

Users can create unlimited salary reports in-house. Salary reports are personalized based on the organization's specifications for industry, location, and size.

## How to Begin

First select a job title by clicking on the position title bar.



A pop-up box will open where you can type in the job title.

The screenshot shows the "Enter New Job" pop-up box. The search string is "SALES ACCO". The search results show 6,156 positions displayed. The "Select A Position" table lists several job titles, with "Sales Account Manager" selected.

Position Title	eDOT Code	SOC Code	ERI Code	Sal By Lev
Salary & Wage Analyst	166.267-430	131141	220112	Yes
Sales & Marketing Top Officer	189.117-503	111021	99009	No
<b>Sales Account Manager</b>	<b>164.167-014</b>	<b>112022</b>	<b>82062</b>	<b>Yes</b>
Sales Agent Real Estate	250.357-018	419022	220321	Yes
Sales Aircraft	273.253-010	414011	110190	Yes
Sales Analyst	050.267-013	419799	271	Yes

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## Job Descriptions

To verify that the position title you selected matches the job in your organization, review the complete job description found at the bottom of the screen.

The screenshot shows a window titled "Salary Assessor Descriptions" with three tabs: "Survey Description", "eDOT Description", and "Skills & Competencies (SCOs)". The "eDOT Description" tab is active, displaying the following information:

- eDOT Code:** 164.167-014 **Sales Account Manager**
- Alternate Titles:** Account Manager Sales; Manager Sales Account
- Overview:** Manages the service or sale of certain accounts.
- Typical Functions:**
  - Estimates and analyzes records of present and past operations, trends and costs, estimated and realized revenue, administrative commitments, and obligations incurred.
  - Identifies and contacts potential new customers.
  - Keeps in contact with clients, answers their questions, and deals with complaints.
  - Predicts future market trends and develops new sales ideas.
  - Interprets accounts and records to management.

## Organization Specifics

Next customize the salary calculations for your organization by clicking on the **Data That Affect Salaries** button. A pop-up box will open where you can input your organization's location, industry, size (in revenue), and salary planning date.

The screenshot shows the main window of the Salary Assessor software. The "Data That Affect Salaries" section is highlighted with a red box. It contains the following information:

- Organization Data:** Area: United States Average; Industry: All Industries - Diversified; Codes: eSIC: 0000, NAICS: 000000, usSEC: 0000; Size: (Data reported by years of experience)
- Planning Date:** January 1, 2012
- Annualized Salary Trend:** 1.70% (Adjustment: 0.00%)

Below this section is an "Annual Base Salaries Graph" showing a line graph of base salaries over 16 years of experience. The graph shows a steady upward trend from approximately \$40,839 at 1 year to \$121,341 at 16 years.

Years Of Experience	10th Percentile	Survey Mean	90th Percentile
16	77,778	94,907	114,419
8	65,506	79,972	96,365
1	51,049	62,378	75,098

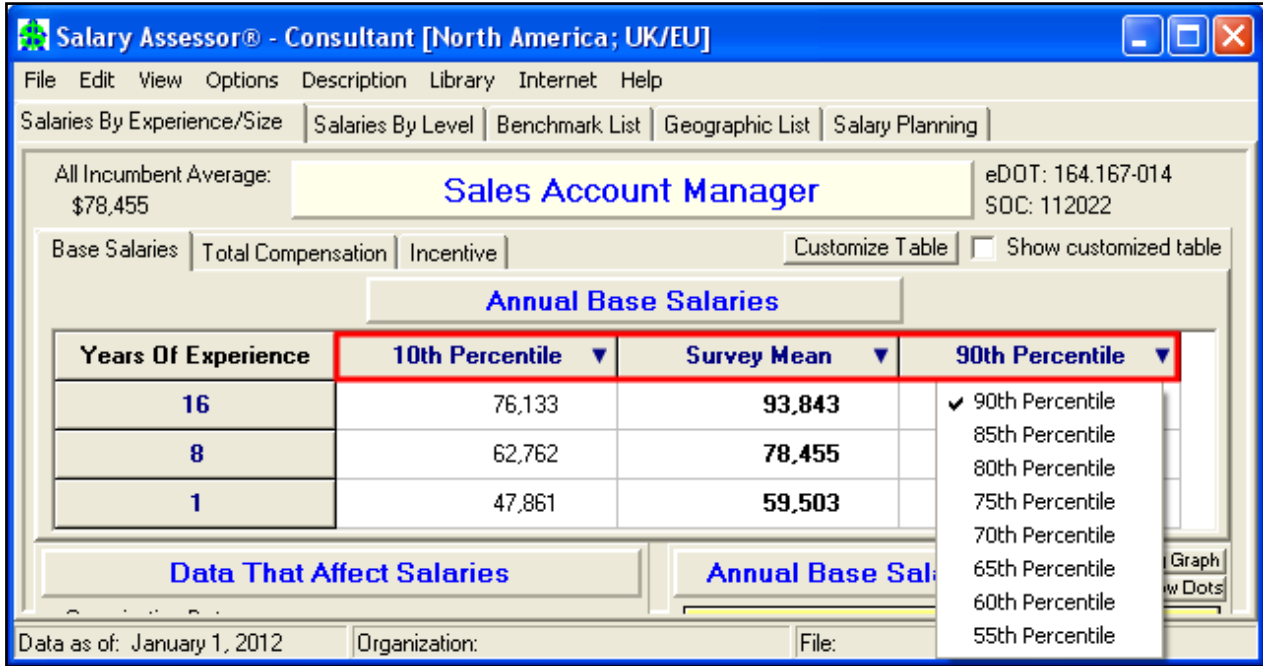
The screenshot shows the "Salary Adjustments" dialog box. It contains the following fields and options:

- Organization Data:** Name: (empty)
- Location (city):** Indianapolis, Indiana (with a "Browse" button)
- Use the Geographic Assessor's Area Database of 7,000+ Cities (with an "Averages" button)
- Industry:** eSIC Code: 0000, NAICS: 000000, usSEC: 0000 (with a "Browse" button)
- Description:** All Industries - Diversified
- Revenue:** 100,000,000
- Salary Planning Date:** 1/ 1/2012 (with an "Adjustments" button)
- Disk Operations:** Load, Save (with "OK" and "Cancel" buttons)

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## Salary Ranges

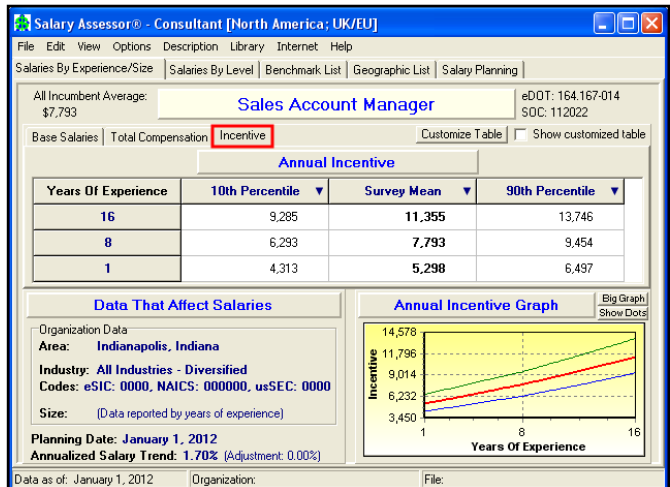
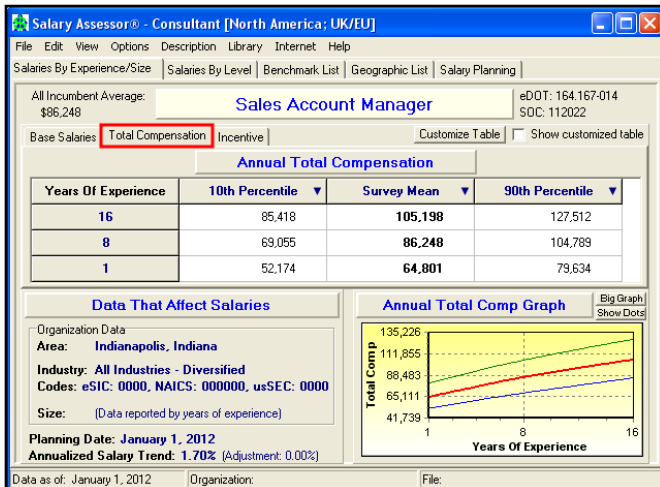
ERI's **Salary Assessor** software reports competitive salary ranges based on the employee's experience level and the organization's pay strategy. Click on the **Years of Experience** column to adjust for the employee's time in the position. Then click on the **10<sup>th</sup>** or **90<sup>th</sup> Percentile** column header to adjust for your organization's pay strategy (at, below, or above market rates).



To toggle between median and mean salaries for this position, simply click on the **Survey Mean** column header.

## Total Compensation

In addition to base salary data, ERI's software reports competitive incentive and total compensation ranges. Click on the **Total Compensation** or **Incentives** tab to view these.



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## Salaries by Level

The **Salaries by Level** screen offers another way to determine competitive pay. Click on this tab to view a position's salary based on skill/responsibility level instead of years of experience.

The screenshot shows the 'Salary Assessor' software interface for a 'Sales Account Manager' position. The 'Salaries By Level' tab is selected. The main table displays 'Annual Salaries By Level' with columns for 'All Incumbents', '10th Percentile', 'Survey Mean', and '90th Percentile'. Below the table, there is a section for 'Data That Affect Salaries' including organization data, industry, and planning date.

All Incumbents	10th Percentile	Survey Mean	90th Percentile
Level 1 Base Salaries	50,916	63,388	77,688
Level 2 Base Salaries	59,037	73,717	89,786
Level 3 Base Salaries	69,830	87,040	105,492
Levels 1,2,3 Base Salaries	62,762	78,455	95,335
Levels 1,2,3 Incentives	6,293	7,793	9,454
Levels 1,2,3 Total Comp.	69,055	86,248	104,789

**Data That Affect Salaries**

Organization Data  
Area: **Indianapolis, Indiana** Industry: **All Industries - Diversified**  
Size: (See Salaries by Experience/Size) Codes: **eSIC: 0000, NAICS: 000000, usSEC: 0000**

Planning Date: **January 1, 2012**  
Annualized Salary Trend: **1.70%** (Adjustment: 0.00%)

Data as of: January 1, 2012 Organization: File:

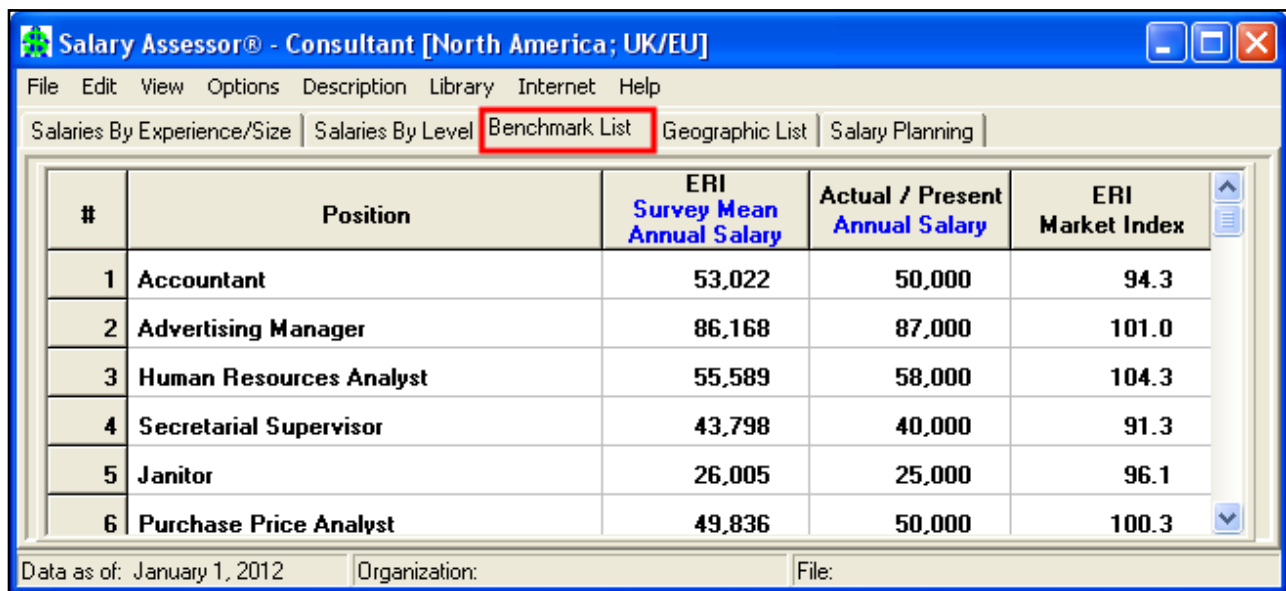
- **Level 1** – Employees in this first level satisfy the basic job requirements. As the employee gains knowledge and experience, the work reviews, checks, and supervision may be reduced. Complexity or variety of work is typical, and there are no additional technical, mathematical, or scientific requirements beyond the basic requirements at this first level. Some organizations refer to level 1 as the entry level of the job.
- **Level 2** – Employees in this second level require greater knowledge, training, and/or experience than level 1. The amount of work review, checks, and supervision are less for an employee at level 2 than at level 1. Complexity or variety of work is moderately higher than level 1 and may involve greater technical, mathematical, or scientific skills than level 1. Some organizations refer to level 2 as the intermediate level.
- **Level 3** – Employees in this third level require greater knowledge, training, and/or experience than level 2. The amount of work review, checks, and supervision are less for an employee at level 3 than at level 2. Complexity or variety of work is higher than level 2 and may involve greater technical, mathematical, or scientific skills than level 2. The scope of assignments may vary when compared to level 2. Some organizations refer to level 3 as the senior level.

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## Salary Structures

Often an organization will establish salary structures based on pay rates for a limited number of key positions. Called *benchmark jobs*, their salaries are researched and updated regularly based on competitive labor market data. The salaries for other jobs in the organizations are adjusted according to their relationship to these benchmark jobs.

ERI's **Salary Assessor Benchmark List** screen streamlines this process. Using this screen, select your organization's benchmark jobs, then input the actual salaries your organization pays for these positions. This software will calculate competitive salaries for these positions and report a *market index* that shows your organization's competitive position in the labor market.



#	Position	ERI Survey Mean Annual Salary	Actual / Present Annual Salary	ERI Market Index
1	Accountant	53,022	50,000	94.3
2	Advertising Manager	86,168	87,000	101.0
3	Human Resources Analyst	55,589	58,000	104.3
4	Secretarial Supervisor	43,798	40,000	91.3
5	Janitor	26,005	25,000	96.1
6	Purchase Price Analyst	49,836	50,000	100.3

## Geographic Salary Comparisons

The **Salary Assessor** software also compares a single position's pay in up to 1,000 locations. Renter's cost-of-living data is reported, as well, putting these salary comparisons into context.



#	Geographic Area	ERI Survey Mean Annual Salary	Actual / Present Annual Salary	ERI Renter's Cost of Living
1	Los Angeles, California	105,237	107,000	148,613
2	Houston, Texas	100,201	98,000	94,934
3	Santa Fe, New Mexico	90,489	85,000	105,002

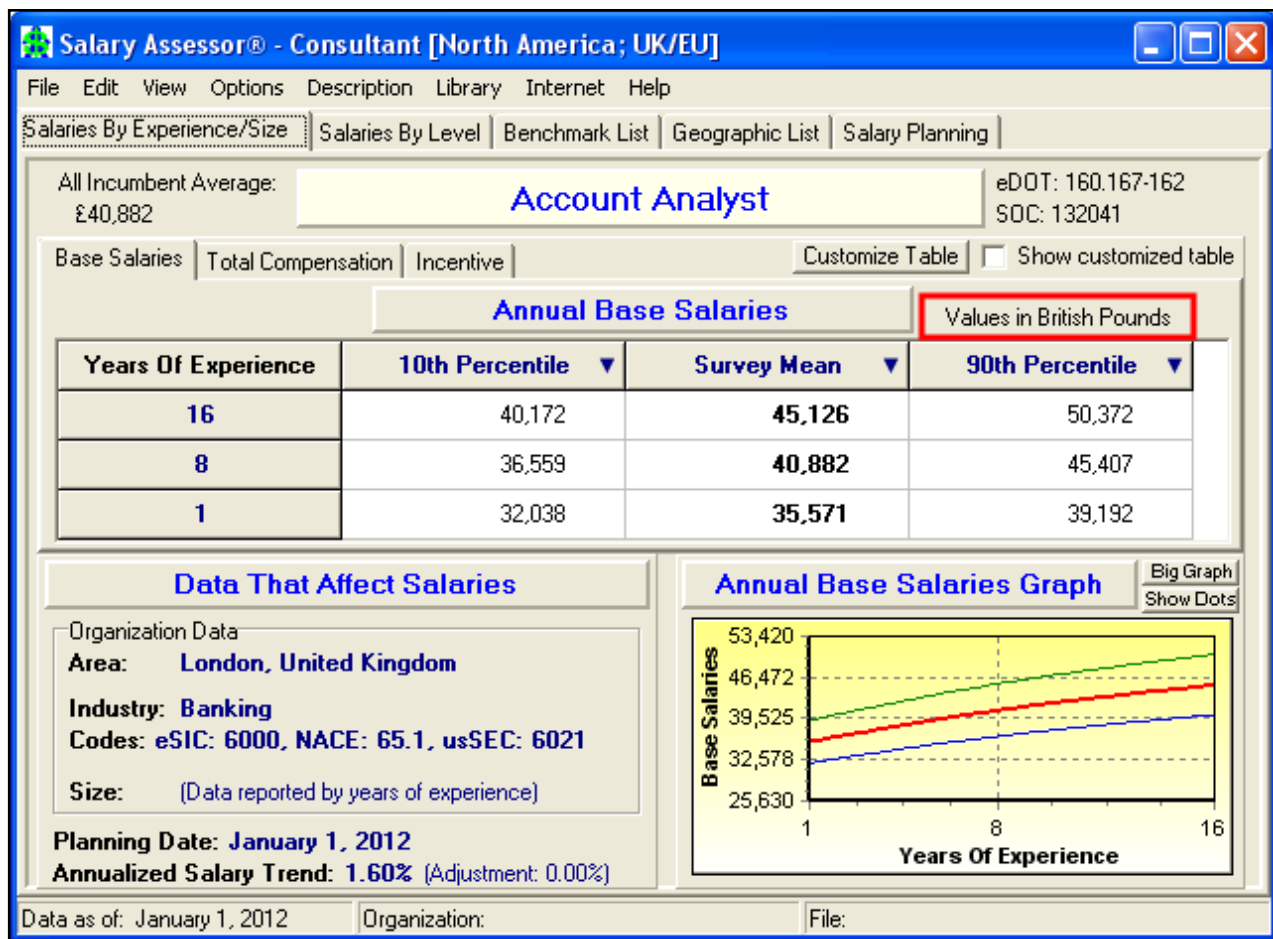
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## International Salaries

Salary data is provided for nearly 500 locations in the United States, Canada, and Europe. This expands to over 9,600 locations when you also subscribe to ERI's **Geographic Assessor** software, which provides labor cost and cost-of-living comparisons.

**Salary Assessor** data is reported in the currency of the location you select. For example, if you are researching salary levels for a position in London, the software reports data in British pounds.

*Note:* This software assumes that the employer is tax equalizing the employee's tax burden to the resident effective taxes in the domicile country selected.



## Executive Salaries

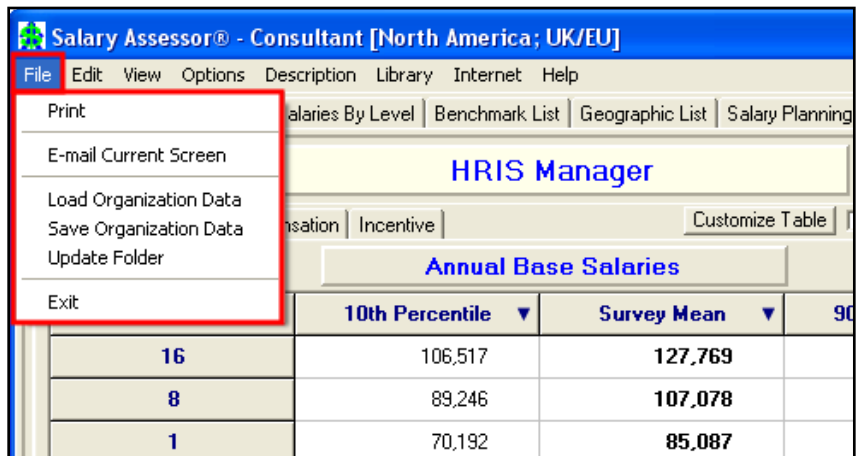
The Consultant Edition of ERI's **Salary Assessor** software provides base salary, incentive, and total compensation data for more than 500 executive job titles. For more in-depth executive compensation data, including access to competitors' executive pay histories, please see ERI's **Executive Compensation Assessor** software. Utilized by the IRS to research reasonable and competitive executive compensation, the **Executive Compensation Assessor** is the most comprehensive survey of executive pay available.

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## Sharing and Storing Data

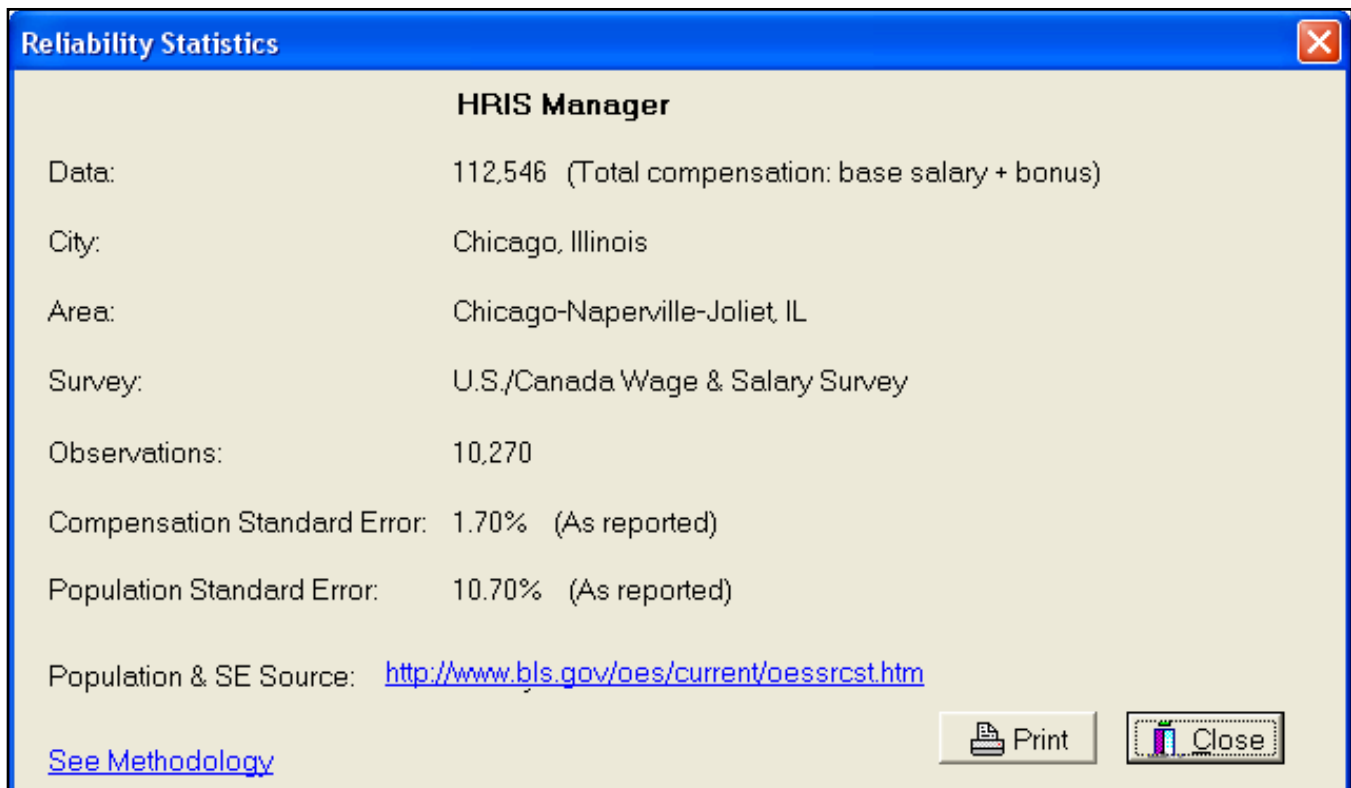
Salary Assessor reports can be:

- Printed from your desktop
- Emailed to co-workers
- Copied into Excel, Word, and other applications
- Saved for future use



## Reliability Statistics

Should you be required to use this salary data in court, ERI provides reliability statistics. To view rate of error, population, and observation data, click on **View I Reliability Statistics** in the top menu.



## Survey Sources

ERI researchers save you time and expense by performing the research for you and making it available in an easy-to-use software application. This software reports consensus data from thousands of salary surveys. To view a list of some of our salary survey sources, please visit ERI's [Survey Sources](#) webpage.

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## Quarterly Updates

ERI's **Salary Assessor** software is sold on an annual subscription basis.

Software quarterly updates are released in January, April, July, and October of each annual subscription year, at no extra cost. Subscribers can update their **Assessor** databases via Internet download or quarterly mailed DVDs.

## Operating System Requirements

**Disc Space:** 52MB

**RAM:** 256MB

**Processor Speed:** 233Mhz

**O/S:** Windows XP, Vista, and Windows 7

## Free Demonstration DVD

To download a free demo version of this software, please visit [www.eri.com](http://www.eri.com). This demo download provides access to a limited version of the software. If your company has firewalls or you have a slow Internet connection, please click here to request that a free ERI **Platform Library**® DVD be mailed to you.

## How to Order

Place your order:

- **Online** at [www.eri.com](http://www.eri.com)
- **By Phone** at 800.627.3697 or 425.556.0205 from North America
- **By Fax/Mail** using our Order Sheet PDF at [www.eri.com/pdf/ordersheet.pdf](http://www.eri.com/pdf/ordersheet.pdf).

## More Questions?

Please email questions to: [info.eri@eri.com](mailto:info.eri@eri.com) or call us toll free at 800.627.3697.

ERI Economic Research Institute  
8575 164th Avenue NE, Suite 100  
Redmond, WA 98052 USA  
[www.eri.com](http://www.eri.com)

# WHY SUBSCRIBE TO ERI?

ERI Economic Research Institute is a world leader in compensation survey data. Since 1987, we have published updated consensus reports of competitive wages and salaries covering the United States, Canada, and the European Union. Our cost-of-living reports cover every major city in the world for relocation applications and family expenditure budget projections.

## What Compensation Surveys Do You Provide?

We are primarily a pay survey compilation and extraction service that provides market analyses via our compensation survey software. Our survey library includes thousands of published cost-of-living and compensation surveys from around the world. Our compensation survey databases combine public and private surveys covering every industry by SIC and NAICS code.

We conduct surveys ourselves that are not already done by other research bodies. For example, we analyze Securities Exchange Commission (SEC) pay information, including proxies, 10Ks, and compensation tables covering executive compensation at public corporations. We report this data to our subscribers via our **Executive Compensation Assessor** software. This software provides unlimited analyses of executive compensation at for-profit organizations. Its companion product, the **Nonprofit Comparables Assessor** software, provides executive compensation data for tax-exempt organizations (including Form 990 extracts since 2000).

## What Compensation Survey Sources Does ERI Use?

In addition to collecting thousands of published compensation surveys, ERI analyzes compensation data on specific benchmark jobs from the following sources: Chambers of Commerce, trade associations, consulting firms, the IRS, and the SEC. You can view many of our survey sources by visiting ERI's **Survey Sources** webpage.

## What is ERI's Reputation?

Our subscribers have included the CIA, IRS, NSA, DCAA, UN, US and Canadian militaries, and federal/state/provincial agencies. For example, the US Department of Interior uses ERI's **Salary Assessor** software to police contracts, ensure compliance, and assure that bid rates are based on rational pay predictions and the ability to attract employees. Human Resources and corporate managers from most US Fortune 500 companies rely on ERI research products to establish their organizations' salaries, cost-of-living allowances, and relocation costs. In addition, compensation consultants, forensic economists, CPAs, law firms, disability carriers, career counselors, and academic researchers utilize ERI compensation survey data and cost-of-living adjustment estimates.

This is all we do — publish the most current and complete summary of competitive salary and cost-of-living information in fast, secure, and portable software databases that are updated every quarter.

**Assessor Series** software databases are designed for professional use by the compensation and Human Resource specialists for whom we are a research outsource. We license individual users rather than companies or computers, and we offer unlimited training to all licensed subscribers. For a list of online courses that provide instruction on our compensation survey software, see the ERI Distance Learning Center at [www.eridlc.com](http://www.eridlc.com). Free online tutorials and teleconference training sessions are also available to our subscribers at [www.eri.com](http://www.eri.com).

## How Can I Try Out ERI Products?

You can download free demos of our compensation survey software from ERI's website, where you can also explore our **Free Compensation Resources**. Please call if you have any further questions or would like to place an order. ERI Subscriber Services is available at 800.627.3697 from North America or (0044) 207.409.5060 from Europe.

# ERI COMPENSATION RESOURCES

In addition to the **Salary Assessor** software, ERI provides a full suite of products that include:

## **Executive Compensation Assessor® Software**

ERI's executive compensation software compares salaries and bonuses for more than 400 top management positions in the US, Canada, and Europe. Executive compensation levels are calculated based on user input for position, industry, location, pay strategy, executive performance, organization size (in revenue), and salary planning date. This software provides users access to competitor organizations' executive pay histories, including stock options and benefits.

## **Geographic Assessor® Software**

Fortune 500 companies utilize ERI's labor cost calculator to design branch office salary structures that are fair and competitive. This desktop software reports geographic salary and cost-of-living differentials for nearly 7,000 US and Canadian locations. A European edition covers over 1,300 locations.

## **Relocation Assessor® Software**

ERI's relocation calculator compares cost-of-living levels in over 11,500 locations worldwide. This software enables users to set employee relocation allowances using the most up-to-date cost-of-living information available. Relocation allowances are calculated based on user input for employee earnings level, family size, home ownership, and spending patterns. Additional screens provide per diem rates and compare the cost of living in up to 99 locations at once.

## **Nonprofit Comparables Assessor™ Software**

Tax-exempt organizations use this software to set competitive executive salaries, assess reasonableness of pay, and review comparable organizations' executive pay packages and financial statements. Utilized by the IRS and NY State Attorney General, ERI is a trusted source of executive compensation data.

## **Occupational Assessor® Software (eDOT®)**

This job analysis software provides ready-made job descriptions for over 18,900 position titles. The **enhanced Dictionary of Occupational Titles** enables users to create custom job analysis reports for compensation and career planning. Alternative work opportunities are calculated based on user input for an individual's education, work history, interests, physical capabilities, and cognitive/emotional limitations. This software also provides an FLSA module to determine a position's eligibility for overtime pay.

## **ERI Distance Learning Center (DLC)**

ERI's Human Resources education website offers over 50 online courses at [www.ERIDLC.com](http://www.ERIDLC.com). Each course lasts 1-2 hours and focuses on a unique topic in compensation and benefits administration. Courses provide the following types of continuing education credit: PHR/SPHR/GPHR, CBP/CCP/GRP, CPE, CE, and CRCC.

ERI Economic Research Institute  
8575 164th Avenue NE, Suite 100  
Redmond, WA 98052 USA  
800-627-3697  
[www.eri.com](http://www.eri.com)