

# ERI's Geographic Assessor Software



*Designing competitive branch office  
salary structures*

# GEOGRAPHIC SALARY DATA

## Branch Office Salary Software

ERI's **Geographic Assessor**® is a desktop software application that compares salaries in over 8,300 US and Canadian locations. A European edition is also available.

This product enables users to design branch office salary structures that are fair and competitive.

*Here's how...*

First select two locations: a base city and a destination city.

The screenshot displays the 'Geographic Assessor® - Consultant [North America; UK/EU]' application window. The main window is titled 'Calculations for High Salary Structure' and contains a table with the following data:

Base City's Base Salary Level United States Dollars	Base City: <b>Boulder, Colorado</b> United States Dollars	Destination City: <b>Abbeville, Louisiana</b> United States Dollars	Destination City as a percentage of Base City
54,000	54,000	44,873	83.1 %
Salary			
% of United States Avg.			
Cost of Living			
% of United States Avg.			
Area Included	Bould		

An 'Input City' dialog box is overlaid on the main window. It contains the text 'Enter Beginning Letters of' followed by two radio buttons: 'Base City' (unselected) and 'Destination City' (selected). The text 'AUSTIN, T' is entered in the input field. Below the input field is a list titled 'City Found' with the following items: Aurora, Illinois; Aurora, Ohio; Aurora, Ontario; Austell, Georgia; Austin, Minnesota; **Austin, Texas** (highlighted); Austin-Arboretum, Texas; Austin-Legend Oak, Texas; Austin-Northwest Hills, Texas; Austin-Ridgepark Drive, Texas; Austin-Terrytown, Texas. The dialog box also includes 'OK', 'Browse', 'ZIP Search', 'Cancel', and 'Help' buttons.

Next input a baseline employee income level. Users can compare any salary level from minimum wage to over six figures.

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## Geographic Salary Differentials

The **Geographic Assessor** software reports how these two areas differ in terms of average salaries and the cost of living.

For example, a company headquartered in Boulder, Colorado would experience a lower cost of labor in Austin, Texas. In particular, for a Boulder employee group earning \$54,000 per year, the Austin salary rate is almost 8% lower, and the cost-of-living level is about 15% lower.

**Geographic Assessor® - Consultant [North America; UK/EU]**

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Two City Comparison | Graphs | Comparison List | Immigration Analysis

**Calculations for High Salary Structure**

Base City's Base Salary Level United States Dollars 54,000	Base City: <b>Boulder, Colorado</b> United States Dollars	Destination City: <b>Austin, Texas</b> United States Dollars	Destination City as a percentage of Base City
<b>Salary</b>	<b>54,000</b>	<b>49,810</b>	<b>92.2 %</b>
<b>% of United States Avg.</b>	<b>106.2 %</b>	<b>98.0 %</b>	
<b>Cost of Living</b>	<b>54,000</b>	<b>46,153</b>	<b>85.5 %</b>
<b>% of United States Avg.</b>	<b>123.3 %</b>	<b>105.4 %</b>	
<b>Area Included</b>	<b>Boulder, Colorado</b>	<b>Austin, Texas</b>	

Data as of: January 01, 2012      File:

## Cost-of-Living Differentials

**Geographic Assessor** cost-of-living data is calculated for a renter with the inputted earnings level (in this case, \$54,000). This is an important criterion when selecting branch locations. However, ERI recommends the **Geographic Assessor** software be utilized for salary structure adjustments, not relocation allowance calculations. To make more detailed cost-of-living comparisons, see ERI's **Relocation Assessor®** software, which compares cost-of-living levels in over 11,500 locations worldwide. This software calculates relocation allowances based on user inputs for employee earnings level, family size, and spending patterns. It also provides per diem rates for temporary relocation allowances.

# GEOGRAPHIC SALARY DATA

## Multiple City Comparisons

With the **Geographic Assessor** software, users can contrast multiple salary levels in a base city with up to 99 other locations.

Here's how...

- Click on the *Comparison List* tab.
- Input different earnings levels.
- Select locations (up to 99).

The screenshot shows the 'Geographic Assessor' software interface. The title bar reads 'Geographic Assessor® - Consultant [North America; UK/EU]'. The menu bar includes 'File', 'Edit', 'View', 'Options', 'Library', 'Internet', and 'Help'. The main window has tabs for 'Two City Comparison', 'Graphs', 'Comparison List' (highlighted with a red box), and 'Immigration Analysis'. The main content area is titled 'Salary Comparison Table by Income Level' and 'Salary Structure Percentages'. Below this, it specifies 'Base City: Boulder, Colorado'. A table displays 'Base City Annual Salary Levels in United States Dollars' with columns for 15,891, 36,000, 48,000, 72,000, 108,000, and 144,000. The table lists seven comparison cities with their respective salary structure percentages. The 'Comparison List' tab and the table header are highlighted with red boxes.

#	Comparison Cities	Base City Annual Salary Levels in United States Dollars					
		15,891	36,000	48,000	72,000	108,000	144,000
1	Austin, Texas	94.9	89.9	91.6	93.4	94.0	94.3
2	San Diego, California	104.7	101.7	102.7	102.5	101.5	100.6
3	San Francisco, California	128.2	118.0	118.3	116.6	113.7	112.4
4	Dallas, Texas	94.9	93.6	95.3	97.4	97.7	97.8
5	Detroit, Michigan	101.1	102.9	102.8	100.6	98.2	98.0
6	Baton Rouge, Louisiana	94.9	86.0	86.9	87.2	87.0	87.1
7	Washington, District Of Columbia	108.0	104.8	105.0	103.9	102.2	101.1

Data as of: January 01, 2012      File:

This screen helps users adjust salary structures and select locations for new facilities.

## Individual Salary Reports

For more detailed salary comparisons of individual positions, please see ERI's **Salary Assessor**® software. This desktop software calculates competitive salary ranges for more than 6,600 job titles. Salaries are reported based on user input for position, employee experience, industry, location, pay strategy, and salary planning date. With ERI's **Salary Assessor** software, HR professionals can create custom market level compensation reports quickly and easily.

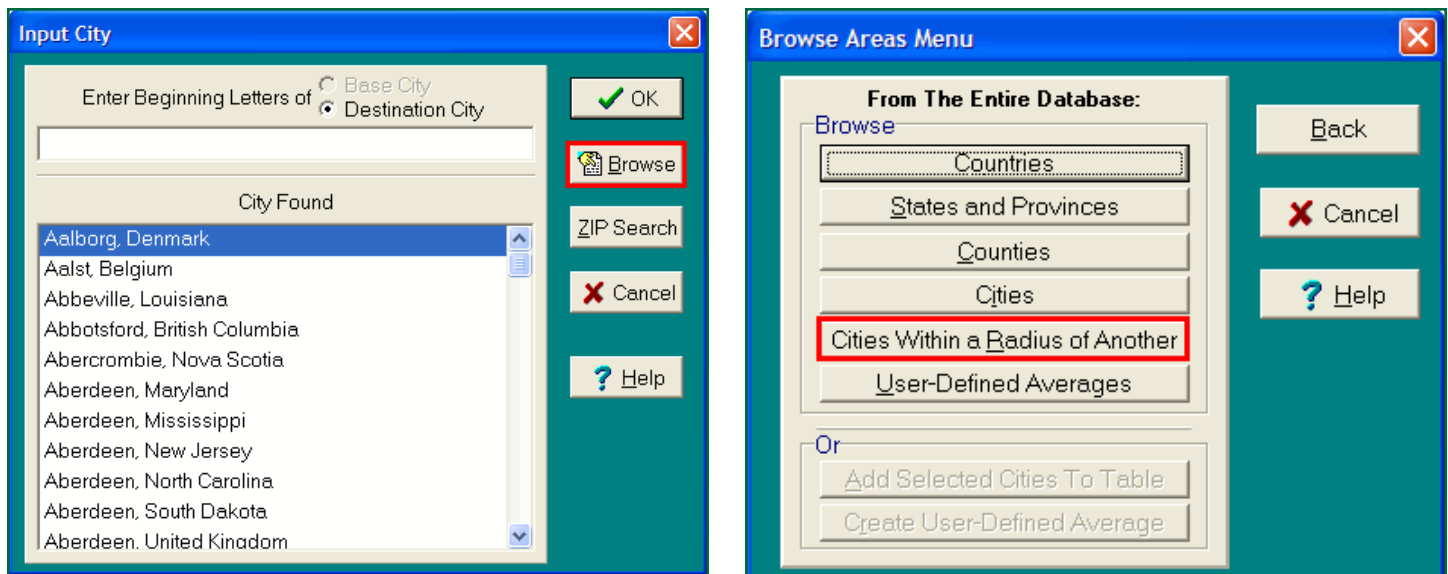
# GEOGRAPHIC SALARY DATA

## Select Locations

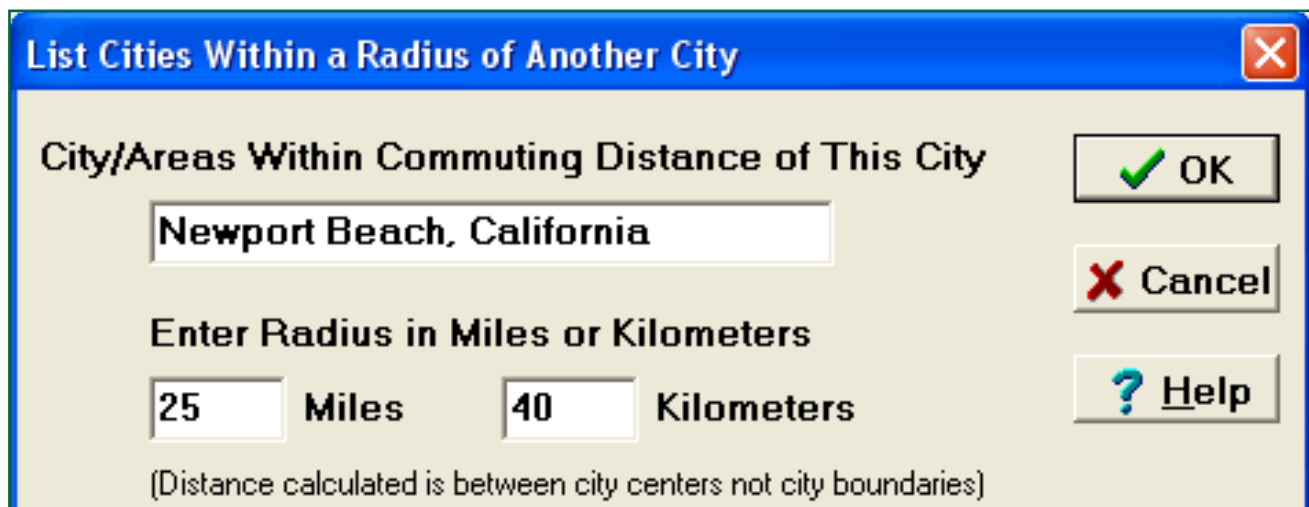
The **Geographic Assessor** software compares cities to each other or to a national average. Subscribers can also compare user-defined locations based on commuting distance of the local labor pool.

*Here's how...*

1. Click on the **Browse** button in the Input City pop-up box.
2. Then click on **Cities Within a Radius of Another**.



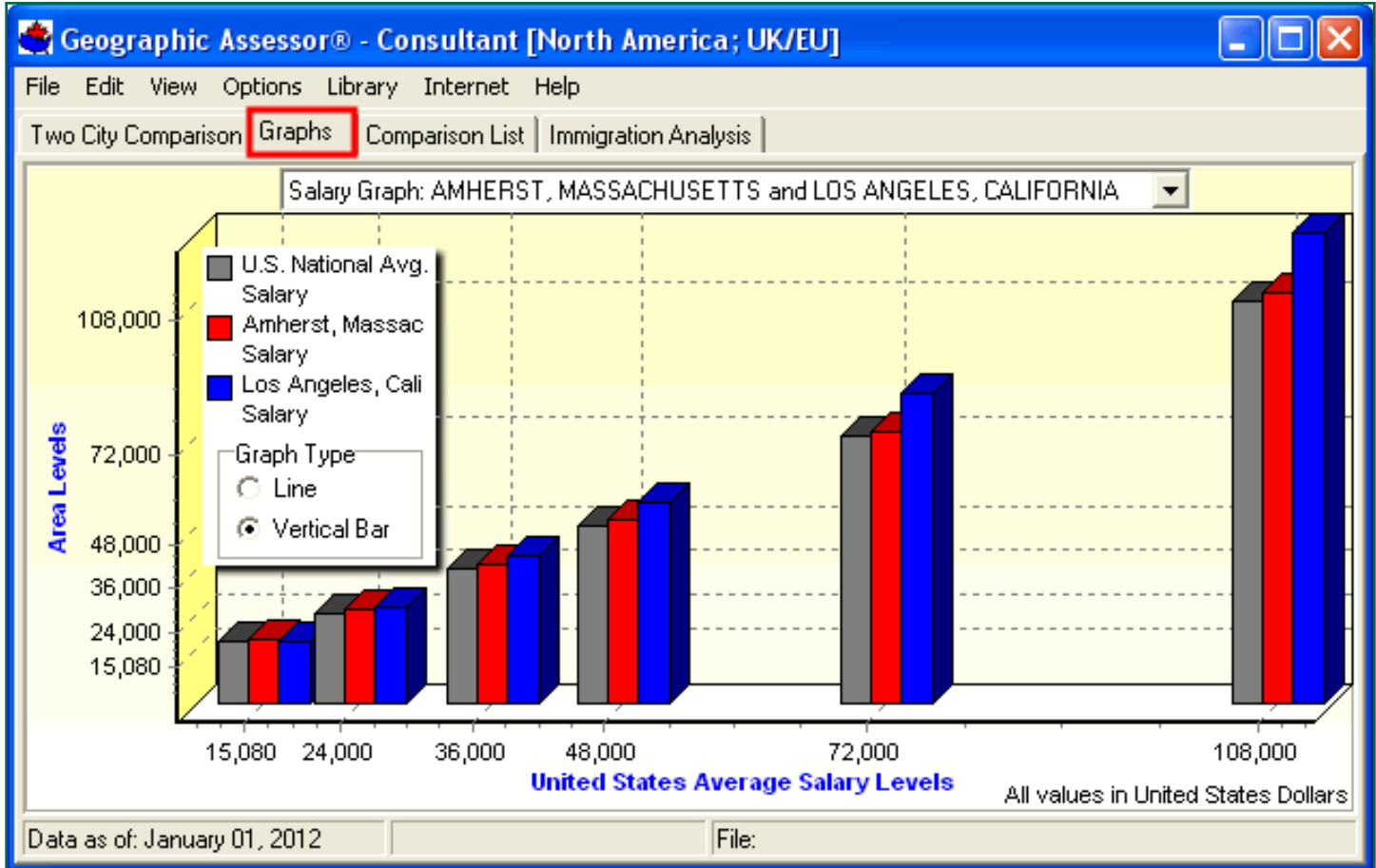
Enter a city and a radius in miles or kilometers. Your cost-of-labor comparisons will reflect data for this composite area.



# GEOGRAPHIC SALARY DATA

## Generate Graphs

Create graphs of your geographic salary and cost-of-living comparisons by selecting the *Graphs* tab.



## Select Currencies

Data is presented in the currency of your choice.

Select **Edit I Currency** from the top menu to adjust the currency to that of any North American or European country covered by ERI labor cost data.

Additional countries are added quarterly.

Input City

Enter Beginning Letters of  Base City  Destination City

AUSTIN, T

City Found

- Aurora, Illinois
- Aurora, Ohio
- Aurora, Ontario
- Austell, Georgia
- Austin, Minnesota
- Austin, Texas
- Austin-Arboretum, Texas
- Austin-Legend Oak, Texas
- Austin-Northwest Hills, Texas
- Austin-Ridgepark Drive, Texas
- Austin-Terrytown, Texas

Buttons: OK, Browse, ZIP Search, Cancel, Help

# GEOGRAPHIC SALARY DATA

## Prevailing Wages

The Consultant Edition of this software provides US OES prevailing wage data for H-1B immigration visas. Click on the *Immigration Analysis* tab to retrieve this United States government data. To select a position, click on the pale yellow position title bar. Then adjust the location by clicking on the **Change Area** button.

The screenshot shows the 'Immigration Analysis' tab selected. The location is 'Los Angeles, California' and the position is 'Computer Programmer Engineer'. The DOT is 030.162-018 and SOC is 151131 NOC: 2163. The 'Change Area' button is highlighted. Below the position title bar, there are tabs for 'OES Data', 'Job Zone', 'Census Data', 'SOC Description', 'Survey Description', 'Survey Comparison', and 'Methodology'. The 'OES Data' tab is active, showing a table with columns: 'For Use 07/01/11-06/30/12 July - June Period', 'Type', 'Annual Mean', 'Level 1 (Level I)', 'Level 2', 'Level 3', and 'Level 4 (Level II)'. The data row shows: '2011-2012 OES Data', '1', '81,848', '56,202', '69,022', '81,841', and '94,661'. A disclaimer note is present below the table, and the status bar shows 'Data as of: January 01, 2012'.

## Census Data

The *Immigration Analysis* screen also provides US Census statistics. To view employment statistics by gender and race, click on the *Census Data* sub-tab.

The screenshot shows the 'Census Data' sub-tab selected. The location is 'Los Angeles, California' and the position is 'Computer Programmer Engineer'. The DOT is 030.162-018 and SOC is 151131 NOC: 2163. The 'Change Area' button is highlighted. Below the position title bar, there are tabs for 'OES Data', 'Job Zone', 'Census Data', 'SOC Description', 'Survey Description', 'Survey Comparison', and 'Methodology'. The 'Census Data' tab is active, showing '2000 Census Format' and '1990 Census Job Family Data (Original data from the 1990 U.S. Census utilizing Counties)'. A table displays the following data:

1990 Census Title:	Computer Programmers						1990 Census Code:	229
County Name:	LOS ANGELES						County FIPS Code:	060037
OES Area:	Los Angeles-Long Beach-Glendale, CA						OES Area Code:	63108
OES Job Family:	Computer Programmers						OES Job Family Code:	25105
	White	Hispanic	Black	Asian	NA Indian	Other	Total	
Male	11198	1414	1042	3880	61	29	17624	
Female	3562	695	640	2258	0	7	7162	
Totals	14760	2109	1682	6138	61	36	24786	

The status bar shows 'Data as of: January 01, 2012'.

# GEOGRAPHIC SALARY DATA

## Storing Data

**Geographic Assessor** data is easily saved and shared:

- Print reports from your desktop.
- Email screenshots and tables to co-workers.

The screenshot shows the 'Geographic Assessor® - Consultant [North America; UK/EU]' window. The 'File' menu is open, with 'Print' and 'E-mail Current Screen' highlighted. The main window displays a 'Salary Comparison Table by Income Level' for 'Base City: Boulder, Colorado'. The table compares salaries in Austin, Texas; San Diego, California; and San Francisco, California against Boulder, Colorado. The base city annual salary levels are listed as 15,891, 36,000, 48,000, 72,000, 108,000, and 144,000 USD.

		Base City Annual Salary Levels in United States Dollars					
		15,891	36,000	48,000	72,000	108,000	144,000
1	Austin, Texas	94.9	89.9	91.6	93.4	94.0	94.3
2	San Diego, California	104.7	101.7	102.7	102.5	101.5	100.6
3	San Francisco, California	128.2	118.0	118.3	116.6	113.7	112.4

Or create reports for management using **Geographic Assessor** tables and graphs. To export data to Microsoft Excel, Word, or other applications, select **Edit | Copy To Clipboard | For Text Files** or **For Spreadsheets** from the top menu.

The screenshot shows the 'Geographic Assessor® - Consultant [North America; UK/EU]' window. The 'Edit' menu is open, with 'Copy To Clipboard' highlighted. The main window displays 'Calculations for High Salary Structure' for 'Base City: Los Angeles, California'. The table shows salary and percentage of United States average for a base city salary of 54,000 USD.

	Base City:	Destination City:	Destination City as a percentage of Base City
	54,000	Los Angeles, California	United States Dollars
Salary	54,000	59,868	110.9 %
% of United States Avg.	102.3 %	113.4 %	

# GEOGRAPHIC SALARY DATA

## Quarterly Updates

ERI's **Executive Compensation 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:** 15MB

**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 data, research, and compensation analytics company 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 Human Resources and corporate managers as well as federal/state/provincial agencies (e.g., the CIA, IRS, NSA, DCAA, UN, US and Canadian militaries). 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. 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.erieri.com](http://www.erieri.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 or by emailing [info.eri@erieri.com](mailto:info.eri@erieri.com).

# ERI COMPENSATION PRODUCTS

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

## **Salary Assessor® Software**

HR professionals set salaries for over 6,600 positions in the US, Canada, and Europe using this reliable salary survey database. Salary levels are calculated based on user input for position, industry, location, pay strategy, employee experience level, and salary planning date. A *Benchmark Listing* screen helps users quickly update salary structures using current labor market data for industry-specific benchmark jobs. A *Geographic List* screen contrasts salaries for a single position in up to 99 locations at once.

## **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 enables users to review the executive pay histories of competitor organizations, including stock options and benefits.

## **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.ericdlc.com](http://www.ericdlc.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*