

Interactive Exercise

Course 32: Eliminating the Gender Pay Gap

You begin by launching ERI's **Salary Assessor**.

The screenshot shows the ERI Salary Assessor dashboard. At the top, there is a header with the ERI logo, a 'Logout' button, an 'Admin' link, and a 'My Organization' dropdown menu. Below the header, there is a blue bar. The main content area is divided into two sections: 'Applications' and 'What's New'. In the 'Applications' section, there are three cards: 'Salary Assessor' with an 'Open' button (highlighted with a red box), 'Geographic Assessor' with an 'Open' button, and 'My Organizations' with a 'Manage' button. In the 'What's New' section, there are three cards: 'V3 Updates Salary Benchmarking', 'V3 Updates Employee Benefits', and 'V3 Updates Compensation Management'. Each card has a brief description of the feature.

The *Market Data* module displays. This module shows you salary, incentive, and total cash for over 19,000 positions. Pay ranges are shown based on industry, revenue size or employee count, location, employee performance level, and years of experience. Adjustments may be made for education, certifications, shift type, skills, and direct oversight.

To start the analysis, make sure *Market Data* is selected. Select the displayed job title.

The screenshot shows the ERI Salary Assessor 'Market Data' module. The 'Market Data' button in the left sidebar is highlighted with a red box. The main content area displays the 'Zookeeper' job title (highlighted with a red box) and various filters and options. The 'Parameters' section shows 'United States Average' for Area, 'All Industries - Diversified' for Industry, and 'None Applied' for Adjustments. The 'Annualized Salary Trend' is shown as 2.54%. The 'Job List' section on the right shows a table with columns for Job Title, Full Detail, Adjust, and Add. The 'Add Inhs' button is visible at the bottom right.

In *Browse Jobs*, enter “Petroleum Engineer” and when it is highlighted in the list, select **Apply**.

Search By	Filter By	Search
Job Title ▼	All Jobs ▼	Petroleum Engineer 🔍

Job Title	ERI Code	Full Detail
Petroleum Engineer	1455	✓
Petroleum Engineer Completion	29447	
Petroleum Engineer Drilling & Recovery	29448	
Petroleum Engineering Technician	29450	
Petroleum Field Technologist	29451	
Petroleum Geologist	1447	✓
Petroleum Geology Department Manager	26280	
Petroleum Inspector	29454	
Petroleum Inspector Supervisor	29464	
Petroleum Laboratory Assistant	14510	
Petroleum Plant Operator	1456	✓

Description
Alternate Titles: Petroleum Engineer, Engineer Petroleum
Overview: Plans and designs equipment and processes to achieve the maximum profitable recovery of oil and gas. Prospects for reservoirs containing oil or natural gas. Collaborates with geologists and other specialists to understand the geologic formation and properties of the rock containing the reservoir.

Select the displayed **Area**.



SALARY ASSESSOR

Data as of: 02/16/2026

Market Data

Employees

Budgets

Pay Grades

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation

Total Compensation

03/20/2026

Parameters

United States Average

Area

All Industries - Diversified

Industry

None Applied

Adjustments

2.63%

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

In *Browse Areas*, begin entering “Bakersfield, California” in the search field and when highlighted in the list, select **Apply**. (Other methods of area search such as *Radius*, are available by selecting the funnel icon next to the search field.)

Browse Areas



Search By

Area Name

Bakersfield



Area

Full Detail

Bakersfield, California



Next, select the displayed industry.



SALARY ASSESSOR

Data as of: 02/16/2026

Market Data

Employees

Budgets

Pay Grades

Rewards

Reports

My Organization

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation

Total Compensation

03/23/2026

Parameters

Bakersfield, California

Area

All Industries - Diversified

Industry

None Applied

Adjustments

2.63%

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

In Industries, navigate to and select **1310 – Crude Petroleum Extraction**.

Industries ✕

Search By

Industry Name ▼

> All Industries - Diversified

> Agriculture, Forestry and Fishing

▼ Energy and Mining

> 1000 - Metal Mining

> 1200 - Coal Mining

▼ 1300 - Oil and Gas Exploration and Extraction

1310 - Crude Petroleum Extraction

1320 - Natural Gas Extraction

> 1380 - Oil and Gas Field Services

> 1400 - Nonmetallic Mineral Extraction (except Fuels)

> Construction

> Manufacturing

> Transportation, Communications, Electric, Gas and Sanitary Services

> Wholesale Trade

> Retail

> Financial Institutions, Insurance, Real Estate and Investments

> Services

> Public Administration - All Sectors

> All Other Sectors

Search

Q

Description

Crude Petroleum Extraction

eSIC: 1310 NAICS: 211000 usSEC: 1311

This industry group includes industries involved in: Crude Petroleum.

Cancel

Add

Since both Jane and Jim have the same level of education, there is no need to use the *Adjustments* filter for education.

For the organizations size, select the **Size** button.

Petroleum Engineer

📈 📄 ▼

ERI: 1455 eDOT: 010061018 SOC: 172171

Cash Compensation

Total Compensation

03/23/2026 🔄 📅

🏢 Industry

📅 Years

🏠 Size

⚙️ Adjust

Parameters ⓘ

Bakersfield, California

Area

All Industries - Diversified

Industry

None Applied

Adjustments

2.63% ⓘ

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Job List Area List

My Inte... ▼

List Options ▼

Add

Job Title

Full Detail

Adjust ⓘ

🗑️

In *Organization Size* select **1,000,000,000** (any revenue size could be added) and then **Apply**.

Organization Size ✕

\$ 👤 ? Add ↻

Default	Revenue		
☒	1,000,000,000		
☐	100,000,000		
☐	10,000,000		

☐ Use Default Revenue in the analysis of lower level jobs

To set the salary planning date, select the **Calendar Button** and choose the date: **1/1/2027**.

Petroleum Engineer 📈 📄 ⌵

ERI: 1455 eDOT: 010061018 SOC: 172171

Cash Compensation Total Compensation

03/23/2026 Industry Years Size Adjust

Parameters ⓘ

Bakersfield, California All Industries - Diversified None Applied

Area Industry Adjustments

Salary Annual Percentiles

Experience	10th	25th	Mean	75th
16	178,503	192,763	211,276	230,000
8	147,034	158,712	173,559	188,700
1	108,262	117,526	129,454	141,100

January 2027 < >

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Default Adjust Aging Factor

List Options ⌵ Add

Full Detail Adjust 🗑

Add Jobs

Your list to view market data

Also, make sure that **Salary** and **Annual** are selected.

Petroleum Engineer

ERI: 1455 eDOT: 010061018 SOC: 172171

Cash Compensation Total Compensation 01/01/2027 Industry Years Size Adjust

Parameters
Bakersfield, California Area
All Industries - Diversified Industry
None Applied Adjustments
2.63% Annualized Salary Trend
Aging Model: Structure Increase
Aging Group: Professional

Salary Annual Percentiles Experience Levels

Experience	10th	25th	Mean	75th	90th
16	182,016	196,557	215,435	234,561	253,498
8	149,928	161,836	176,975	192,468	207,923
1	110,393	119,839	132,002	143,877	155,505

Job List Area List
My Inte... List Options Add
Job Title Full Detail Adjust
Add Jobs
Please add jobs to your list to view market data

You will need to adjust this data for years of experience and performance rating for Jane and Jim. Select the **Years Button**.

Petroleum Engineer

ERI: 1455 eDOT: 010061018 SOC: 172171

Cash Compensation Total Compensation 01/01/2027 Industry **Years** Size Adjust

Parameters
Bakersfield, California Area
All Industries - Diversified Industry
None Applied Adjustments
2.63% Annualized Salary Trend
Aging Model: Structure Increase
Aging Group: Professional

Job List Area List
My Inte... List Options Add
Job Title Full Detail Adjust

In *Years of Experience*, select **Add**, enter “6” for Jane, and press **Apply**.

Years of Experience



Add



Default	Experience		
☐	6	☒	
☐	16		
☒	8		
☐	1		

Now you need to adjust Jane's salary for performance level. Select **Percentiles**. In the dropdown, press **75th** and then **60th**.

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation Total Compensation

01/01/2027



Parameters

Bakersfield, California

Area

All Industries - Diversified

Industry

None Applied

Adjustments

2.63%

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary

Annual

Percentiles

Experience Levels

Experience	10th	Low Percentiles		75th	90th
16	182,016		10th	34,561	253,498
8	149,928		25th	92,468	207,923
6	139,557	Average		79,416	193,746
1	110,393		Mean	43,877	155,505
		High Percentiles			
				75th	
				90th	
		☐ Display in Thousands			
		Reset			

1 - 4 of 4 items

55th
60th
65th
70th
75th
80th

Adjustments

None Applied

Education Level

None Applied

Certification

None Applied

Shift Type

None Applied

Skills

The salary for a petroleum engineer with 6 years of experience at the 60th percentile is \$171,100. Jane's current salary of \$170,800 appears to be about right.

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation Total Compensation

01/01/2027  

Parameters

Bakersfield, California

Area

Crude Petroleum Extraction

Industry

None Applied

Adjustments

2.63% 

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary 

Annual 

 Percentiles 

Experience  Levels

Experience	10th	25th	Mean	60th	90th
16	183,814	198,557	217,690	223,625	256,260
8	151,322	163,326	178,699	183,466	210,077
6	140,838	152,321	166,733	171,075	195,708
1	111,328	120,892	133,196	136,822	156,953

Could it be that Jim is overpaid? To find out, you will need to make adjustments for his situation. Jim works in a different office, so in the Browse *Areas* search enter "Berkeley, California." You will also need to add 10 to *Years of Experience* and change one of the *Percentiles* columns to 80th.

Now the salary table shows that Jim's base salary (with 10 years of experience at the 80th percentile performance level) should be \$231,300, nearly the same as Jim's current salary of \$231,200. So, it appears that the difference between these 2 employees' salaries is legitimate and can be explained in non-discriminatory ways. Also, you can assess which variables impacted Jane's situation the most. You can see that with her current 6-years of experience and 60th percentile performance rating, she would earn approximately \$187,800 in Berkeley, but at the same performance level as Jim, she would earn \$203,000.

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation Total Compensation

01/01/2027



Parameters

Berkeley, California

Area

Crude Petroleum Extraction

Industry

None Applied

Adjustments

2.63% 

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary 

Annual 

 Percentiles 

Experience

Levels

Experience	10th	25th	Mean	60th	80th
16	201,435	217,417	238,258	244,735	265,366
10	177,171	190,100	207,914	213,459	231,307
8	167,420	179,802	195,925	201,058	217,733
6	156,286	168,470	183,266	187,795	203,025
1	124,248	134,725	148,075	151,979	164,509

Further, you wonder what would happen if, in Bakersfield, Jane had equal experience and performance ratings to Jim. You adjust the location back to Bakersfield and observe the data for 10 years of experience at the 80th percentile. Her pay in this case would be approximately \$211,300. It's clear that the cost of exiting the workforce for several years as well as her performance level and the location where she works, makes a considerable difference for Jane when compared to Jim.

Petroleum Engineer

ERI: 1455

eDOT: 010061018

SOC: 172171

Cash Compensation Total Compensation

01/01/2027



Parameters

Bakersfield, California

Area

Crude Petroleum Extraction

Industry

None Applied

Adjustments

2.63% 

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary 

Annual 

 Percentiles 

Experience

Levels

Experience	10th	25th	Mean	60th	80th
16	183,814	198,557	217,690	223,625	242,510
10	160,719	173,251	189,803	194,915	211,316
8	151,322	163,326	178,699	183,466	198,848
6	140,838	152,321	166,733	171,075	185,286
1	111,328	120,892	133,196	136,822	148,565

You have completed the tutorial portion of this Interactive Exercise. Close this PDF and press the **Next** button to continue with the course.