

Interactive Exercise

Course 49: Regression Analysis Used in Compensation Administration

We begin by opening ERI's **Salary Assessor**. Make sure the *Job Report* tab is selected, and you see the *Salaries by Experience/Size* module highlighted. This view shows you base salary, incentive, and total compensation data for more than 18,500 jobs. Pay ranges are shown based upon industry, company revenue size, location, and employee performance level.

To begin, select the *Job Title Browse* button toward the top left of the screen.

ERI Demo Organization Help

Salary Assessor **Job Report** Benchmark List Geographic List Advanced Reports Compensation Management Survey Management Total Compensation Benefits

Organization Name (Optional)
Your Organization Name

Job Title
CEO

Area
United States Average

Industry
All Industries - Diversified

eSIC Code: 0000
NAICS: 000000
usSEC: 0000

CEO
ERI: 89101 | eDOT: 189117026 | SOC: 111011

Salaries By Experience/Size Salaries By Level

Compensation Type: Base Salaries Pay Period: Annual \$ Revenue Percentiles

Revenue	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
1,000,000,000	321,590	478,471	663,251	887,491	1,091,437
500,000,000	287,126	427,195	592,206	792,381	974,471
100,000,000	229,025	340,751	472,436	632,041	777,284
50,000,000	208,715	310,533	430,568	575,991	708,354
10,000,000	153,443	228,297	316,628	423,456	520,767

The *Browse Jobs* box displays. You may scroll through the list of job titles, or you may begin typing "Chemical Engineering Technician" in the *Search* field. When Chemical Engineering Technician is highlighted in the list, press the **OK** button.

Browse Jobs

Search

Chemical Engineering Tech

Q

Search by

Job Title

▼

Filter table by

All Jobs

▼

AI Job Search

Advanced Search

Hybrid Jobs

Suggest a Title

View Extended Job List

Select Job

Job Title	eDOT Code	SOC Code	ERI Code	Salary By Level	Similar Jobs
Chemical Engineering Technician	008261010	173029	5018	Yes	Similar Jobs
Chemical Handler	558687012	519011	7714	Yes	Similar Jobs
Chemical Laboratory Technician	022261010	194031	4016	Yes	Similar Jobs
Chemical Operator	558685062	519011	5048	Yes	Similar Jobs
Chemical Plant Maintenance Worker	630261018	499041	728	Yes	Similar Jobs
Chemical Plant Manager	189167004	113051	723	Yes	Similar Jobs
Chemical Plant Operator	559382018	518091	729	Yes	Similar Jobs
Chemical Plant Supervisor	559132054	511011	44369	Yes	Similar Jobs
Chemical Process Engineer	008061003	172041	14396	Yes	Similar Jobs
Chemical Process Helper	558585014	519198	730	Yes	Similar Jobs

1 of 18627 jobs have been selected.

Job Description

Monitors quality, creates, improves, and tests chemical-plant processes, products, equipment, and instrumentation, applying chemical engineering principles and technical skills to assist chemical engineers.

Collects data, prepares charts, sketches, diagrams, flowcharts, and compiles and records engineering data to clarify design details or functional criteria of chemical processing and physical operation units.

Cancel

OK

Back at the *Salaries by Experience/Size* module, select the **Area Browse** button.

Salary Assessor

Job Report

Benchmark List

Geographic List

Advanced Reports

Compensation Management

Survey Management

Total Compensation

Benefits

Organization Name (Optional)

Your Organization Name

Job Title

Chemical Engineering Technician

Q

Browse

Area

United States Average

Q

Browse

Averages

Industry

All Industries - Diversified

eSIC Code:

0000

NAICS:

000000

usSEC:

0000

Browse

Chemical Engineering Technician

All Incumbent Average: \$80,250 ERI: 5018 eDOT: 008261010 SOC: 173029

Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

▼

Pay Period

Annual

▼

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
14	79,265	86,341	95,565	104,791	113,990
11	73,905	80,503	89,120	97,705	106,283
7	66,528	72,468	80,250	87,953	95,674
4	60,622	66,035	73,148	80,145	87,181
1	54,463	59,325	65,741	72,002	78,323

The *Browse Areas* box appears. You may scroll through the list of areas in the list, or you may begin typing "Boulder, Colorado" in the *Area Name* search field. When Boulder, Colorado is highlighted in the list, press the **OK** button.

You could also do an area search using the *Radius Search* or *Postal Code Search*.

Browse Areas

ERI Areas

Radius Search

User-Defined Averages

Browse By Region

Internal Areas

Area Name

Boulder, Color

Postal Code ?

Type Postal Code

Filters

All Areas

Suggest an Area

☐

Only show areas in my subscription

Select Area

Area Name	Data Availability
Boulder, Colorado	Primary Geographic Database
Boulder-North Boulder, Colorado	Primary Geographic Database
Boulder-Table Mesa North, Colorado	Primary Geographic Database
Boulder-University Hill, Colorado	Primary Geographic Database
Boulder-Wonderland Hills, Colorado	Primary Geographic Database
Boulogne-Billancourt, France	Primary Geographic Database
Boulogne-sur-Mer, France	Primary Geographic Database
Bound Brook, New Jersey	Primary Geographic Database
Bountiful, Utah	Primary Geographic Database
Bourbonnais, Illinois	Primary Geographic Database
Bourg-en-Bresse, France	Primary Geographic Database
Bourges, France	Primary Geographic Database
Bourgogne-Franche-Comté - Metropolitan Region Average	Primary Geographic Database
Bournemouth, United Kingdom	Primary Geographic Database

1 of 9524 areas have been selected.

Cancel

OK

Next, at the *Salaries by Experience/Size* module, select the *Industry Browse* button.

Salary Assessor

Job Report

Benchmark List

Geographic List

Advanced Reports

Compensation Management

Survey Management

Total Compensation

Benefits

Organization Name (Optional)

Your Organization Name

Job Title

Chemical Engineering Technician

Browse

Area

Boulder, Colorado

Browse

Averages

Industry

All Industries - Diversified

eSIC Code: 0000

NAICS: 000000

usSEC: 0000

Browse

Chemical Engineering Technician

All Incumbent Average: \$91,545 ERI: 5018 | eDOT: 008261010 | SOC: 173029

Salaries By Experience/Size

Salaries By Level

Compensation Type: Base Salaries

Pay Period: Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
14	90,417	98,523	109,068	119,537	129,840
11	84,285	91,835	101,705	111,506	121,218
7	75,873	82,643	91,545	100,369	109,192
4	69,144	75,310	83,420	91,425	99,485
1	62,092	67,663	74,976	82,111	89,338

The **Industries** box displays. You can scroll through the list of industries or enter “Plastics” in the **Search Industries** field and press the **Search** button. Make sure Plastics with an eSIC code of 3080 is selected. Press the **OK** button to return to the **Salaries by Experience/Size** module.

Industries

Search Industries

Plastics

Search By

Industry Name

Search

Suggest an Industry

Hybrid Industries

Browse Industries

Back to industry list

eSIC Name	eSIC	NAICS	usSEC
Plastics	3080	325991	3080
Plastics Material and Resin Manufacturing	2820	325200	2820
Packaging Paper and Plastics Film Paper Production	2671	322220	2670
Rubber and Plastic Footwear Manufacturing	3020	316200	3021
Industrial and Personal Service Paper Wholesalers	5113	424130	5110
Rubber Product Manufacturing	3050	326220	3050
Chemical Merchant Wholesalers	5160	424600	5160
Special Paper and Allied Paper Product Manufacturing	2670	322210	2670

Industry Description

Plastics (eSIC: 3080)

This industry group includes industries involved in: Plastics Bottles, Custom Compounding of Purchased Plastics Resins, Plastics Pipe, Unsupported Plastics Film and Sheet, Unsupported Plastics Profile Shapes, Laminated Plastics Plate, Sheet, and Profile Shapes, Plastics Foam Products, Plastics Plumbing Fixtures, Plastics Products (Not Elsewhere Classified).

Do multiple industries best match your organization's operations?

Click **+** Add Hybrid Industries to create a Hybrid Industry.

Cancel

OK

Now, change **Analysis Based on Revenue** to “\$500,000,000” and check “Include revenue in analysis of lower-level jobs.” For **Salary Planning Date**, enter 7/1/2026.

Organization Name (Optional)

Your Organization Name

Job Title

Chemical Engineering Technician

Browse

Area

Boulder, Colorado

Browse

Averages

Industry

Plastics

eSIC Code:

3080

NAICS:

325991

usSEC:

3080

Browse

Analysis Based on

Revenue

500,000,000

☐ Include Revenue in analysis of lower level jobs

Salary Planning Date

7/1/2026

Chemical Engineering Technician

All Incumbent Average: \$94,523

ERI: 5018 | eDOT: 008261010 | SOC: 173029

Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
14	93,345	101,814	112,823	123,741	134,476
11	86,936	94,827	105,136	115,366	125,493
7	78,145	85,220	94,523	103,741	112,952
4	71,116	77,557	86,032	94,398	102,818
1	63,753	69,569	77,208	84,664	92,218

Survey Description

eDOT Description

Adjustments

Job Characteristics

Job Title: Chemical Engineering Technician

Alternate Titles:

Technician Chemical Engineering, Engineering Technician Chemical

To view salary data for a Chemical Engineering Technician with 5 years of experience, select **Years of Experience**.

Chemical Engineering Technician

All Incumbent Average: \$94,523

ERI: 5018 | eDOT: 008261010 | SOC: 173029

Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
14	93,345	101,814	112,823	123,741	134,476
11	86,936	94,827	105,136	115,366	125,493
7	78,145	85,220	94,523	103,741	112,952
4	71,116	77,557	86,032	94,398	102,818
1	63,753	69,569	77,208	84,664	92,218

The *Change Years of Experience* box displays. Select **Add Experience** and enter 5, then press the **OK** button to return to the *Salaries by Experience/Size* module.

Change Years of Experience

Default
Show All
Add Experience

Experience	
14	
11	
7	
4	
1	
5	

Cancel
OK

Now you can see the mean base pay for a Chemical Engineering Technician with 5 years of experience in Boulder, Colorado. Since holding on to such employees is difficult due to high demand, it is worth considering paying above the mean such as at the 70th percentile. To view pay at this level, select **Percentiles**.

Chemical Engineering Technician

All Incumbent Average: \$94,523 ERI: 5018 | eDOT: 008261010 | SOC: 173029



Salaries By Experience/Size					
Salaries By Level					
Compensation Type	Pay Period				
Base Salaries	Annual	Years of Experience	Percentiles		
Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
14	93,345	101,814	112,823	123,741	134,476
11	86,936	94,827	105,136	115,366	125,493
7	78,145	85,220	94,523	103,741	112,952
5	73,505	80,158	88,914	97,573	106,266
4	71,116	77,557	86,032	94,398	102,818
1	63,753	69,569	77,208	84,664	92,218

In the *Modify Percentiles* box, in the High Percentile dropdown just to the right of the Average dropdown (where Mean may be changed to Median), select **70th Percentile** and the **OK** button.

Modify Percentiles

Default

Low Percentile	Low Percentile	Average	High Percentile	High Percentile
10th Percentile	25th Percentile	Mean	70th Percentile	90th Percentile

☐ Display in Thousands

Cancel

OK

In the *Salaries By Experience* module, base pay at the 70th percentile displays as \$95,397. If this employee is paid at the market mean, he would not be paid competitively, and he might leave.

Chemical Engineering Technician

All Incumbent Average: \$94,523

ERI: 5018 | eDOT: 008261010 | SOC: 173029

Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	70th Percentile	90th Percentile
14	93,345	101,814	112,823	121,031	134,476
11	86,936	94,827	105,136	112,817	125,493
7	78,145	85,220	94,523	101,432	112,952
5	73,505	80,158	88,914	95,397	106,266
4	71,116	77,557	86,032	92,293	102,818
1	63,753	69,569	77,208	82,780	92,218

To view incentive and total cash compensation data, use the *Compensation Type* drop-down.

Incentive:

Chemical Engineering Technician

All Incumbent Average: \$2,123

ERI: 5018 | eDOT: 008261010 | SOC: 173029



Salaries By Experience/Size

Salaries By Level

Compensation Type

Incentive

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	70th Percentile	90th Percentile
14	2,283	2,487	2,746	2,952	3,276
11	2,056	2,240	2,474	2,661	2,957
7	1,765	1,923	2,123	2,284	2,540
5	1,610	1,753	1,936	2,082	2,316
4	1,533	1,670	1,843	1,982	2,206
1	1,309	1,426	1,574	1,693	1,883

Total Cash:

Chemical Engineering Technician

All Incumbent Average: \$96,647

ERI: 5018 | eDOT: 008261010 | SOC: 173029



Salaries By Experience/Size

Salaries By Level

Compensation Type

Total Cash

Pay Period

Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	70th Percentile	90th Percentile
14	95,627	104,301	115,569	123,983	137,753
11	88,992	97,067	107,611	115,478	128,450
7	79,910	87,143	96,647	103,716	115,492
5	75,114	81,911	90,850	97,479	108,583
4	72,649	79,227	87,875	94,275	105,024
1	65,062	70,995	78,782	84,473	94,101

You have completed the tutorial portion of this Interactive Exercise. Please close this window and push the **Next** button on the *Problem Statement* page.