

Interactive Exercise

Course 78: Salary Increase Planning

Jane opens ERI's **Salary Assessor**. She makes sure the **Job Report** tab is selected and the table, *Salaries by Experience/Size*, shows. The *Salaries By Experience/Size* table gives you base salary, incentive, or total cash for more than 17,900 jobs. Pay ranges are shown based upon industry, company revenue size, location, and years of experience.

In the *Job Title* field, she begins typing "Chemist." When it is highlighted in the list of jobs, she selects it. Next, in the *Location* field, she enters "Amarillo, Texas" and selects it from the list that displays. In the *Industry* field, she enters "Plastics."

For the *Salary Planning Date*, she enters "July 1, 2025." In the *Analysis Based on Revenue* field, she enters "100,000,000."

Under *Compensation Type*, she selects **Base Salaries**.

The screenshot displays the ERI Salary Assessor interface. The 'Job Report' tab is selected. The 'Job Title' field contains 'Chemist'. The 'Area' field contains 'Amarillo, Texas'. The 'Industry' field contains 'Plastics'. The 'eSIC Code' is 3080, 'NAICS' is 325991, and 'usSEC' is 3080. The 'Analysis Based on' dropdown is set to 'Revenue' with a value of '100,000,000'. The 'Salary Planning Date' is '7/1/2025'. The 'Annualized Salary Trend' is '2.8% (Adjustment: 1.40%)'. The 'Compensation Type' dropdown is set to 'Base Salaries'. The 'Pay Period' dropdown is set to 'Annual'. The 'Years of Experience' dropdown is set to '10'. The 'Salaries By Experience/Size' table is displayed, showing salary data for 10 years of experience.

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
16	102,312	112,234	124,968	137,909	151,506
12	94,061	103,326	115,227	127,144	139,050
8	83,770	92,120	102,982	113,788	124,450
4	69,523	76,463	85,642	94,836	104,011
1	57,268	62,911	70,451	77,996	85,663

Jane wants to see data for a Chemist with 10 years of experience. She selects **Years of Experience**.

Chemist

All Incumbent Average: \$102,982

ERI: 4017 | eDOT: 022061010 | SOC: 192031



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
16	102,312	112,234	124,968	137,909	151,506
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1	57,268	62,911	70,451	77,996	85,663

In the *Change Years of Experience* box, she selects **Show All** and then **OK**.

Change Years of Experience



Default

Show All

Add Experience

Experience	
16	
12	
8	
4	
1	

Cancel

OK

Jane also wants to see data for the median, so she selects **Percentiles**.

Chemist

All Incumbent Average: \$102,982

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Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

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Annual

Years of Experience

Percentiles

Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
16	102,312	112,234	124,968	137,909	151,506
15	100,325	110,094	122,621	135,294	148,407
14	98,307	107,918	120,239	132,657	145,292
13	96,229	105,673	117,788	129,955	142,196
12	94,061	103,326	115,227	127,144	139,050
11	91,770	100,840	112,517	124,176	135,772
10	89,319	98,175	109,611	121,002	132,293
9	86,668	95,286	106,454	117,563	128,546
8	83,770	92,120	102,982	113,788	124,450
7	80,582	88,631	99,140	109,613	119,936
6	77,119	84,830	94,940	105,037	115,003
5	73,417	80,757	90,423	100,093	109,682
4	69,523	76,463	85,642	94,836	104,011
3	65,495	72,010	80,667	89,342	98,053
2	61,390	67,468	75,574	83,696	91,901
1	57,268	62,911	70,451	77,996	85,663

In the *Modify Percentiles* menu, she changes “Mean” to “Median” and then presses **OK**.

Modify Percentiles



Default

Low Percentile	Low Percentile	Average	High Percentile	High Percentile
10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
		Mean		
		Median		

Cancel

OK

Now Jane can see that the median base salary for a Chemist with 10 years' experience is \$108,265.

Chemist

All Incumbent Median: \$101,702

ERI: 4017 | eDOT: 022061010 | SOC: 192031



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	Median	75th Percentile	90th Percentile
16	102,312	112,234	123,469	137,909	151,506
15	100,325	110,094	121,145	135,294	148,407
14	98,307	107,918	118,787	132,657	145,292
13	96,229	105,673	116,360	129,955	142,196
12	94,061	103,326	113,825	127,144	139,050
11	91,770	100,840	111,142	124,176	135,772
10	89,319	98,175	108,265	121,002	132,293
9	86,668	95,286	105,139	117,563	128,546
8	83,770	92,120	101,702	113,788	124,450
7	80,582	88,631	97,899	109,613	119,936

But what she also wants to see is the median benchmark for all 4 positions. To obtain this information in a convenient format, press the **Benchmark List** tab next to the **Job Report** tab.

Job Report

Benchmark List

Geographic List

Salary Planning

Advanced Reports

Compensation Management

Total Compensation

Benefits

Date: 1/1

Chemist

All Incumbent Median: \$101,702

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Salaries By Experience/Size

Salaries By Level

Compensation Type

Base Salaries

Pay Period

Annual

Years of Experience

Percentiles

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16	102,312	112,234	123,469	137,909	151,506
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12	94,061	103,326	113,825	127,144	139,050
11	91,770	100,840	111,142	124,176	135,772
10	89,319	98,175	108,265	121,002	132,293

The Benchmark List opens. Jane makes sure *Experience/Level* is selected as **Default** as this will display the salaries at mid-range, which is suitable for benchmarking. She then selects **Add Job** to begin adding the 4 jobs.

Benchmark List

My Jobs

Compensation Type: Base Salaries Pay Period: Annual Experience/Levels: Default

Choose Columns Percentiles

#	Job Title	10th Percen...	25th Percen...	Median	75th Percen...	90th Percen...	Actual Salary	Market Index	Adjustments
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In the *Search Jobs* box, she begins entering “Chemist” in the *Job Title* field. When it is highlighted in the list, she presses the **OK** button to add it to the Benchmark List.

Browse Jobs

Search: Chemist Search by: Job Title Filter table by: All Jobs

Advanced Search Hybrid Jobs

[Suggest a Title](#)

Select Job

Job Title	eDOT Code	SOC Code	ERI Code	Salary By Level	Similar Jobs
Chemist	022061010	192031	4017	Yes	Similar Jobs
Chemist Analytical	022061021	192031	256343	Yes	Similar Jobs
Chemist Bench	022061004	192031	258548	Yes	Similar Jobs
Chemist Biological	041061026	191021	47844	Yes	Similar Jobs
Chemist Clinical	041061026	191021	44370	Yes	Similar Jobs
Chemist Flavor	041081002	191012	259323	Yes	Similar Jobs
Chemist Food	022061014	192031	78603	Yes	Similar Jobs
Chemist Forensic	029261004	194092	581081	Yes	Similar Jobs
Chemist Formulation	041061001	192031	257248	Yes	Similar Jobs
Chemist Product Development	022061011	192031	256622	Yes	Similar Jobs

1 of 17937 jobs have been selected.

Job Description

Researches, analyzes, synthesizes, and experiments on substances, for such purposes as product and process development and application, quantitative and qualitative analysis, and improvement of analytical methodologies.

Excludes paraprofessional chemists.

Cancel OK

She then adds “Chemical Operator,” “Chemical Process Helper,” and “Chemical Processing Laborer” the same way.

To view the *Market Index* for each of the four jobs, she enters the median salary for each job in the corresponding *Actual Salary* cell.

Benchmark List



+ Add Job

My Jobs 2022

+ -

PDF

1

Compensation Type

Pay Period

Experience/Levels

Base Salaries

Annual

Default

Choose Columns

Percentiles

Und

#	Job Title	10th Percen...	25th Percen...	Median	75th Percen...	90th Percen...	Actual Salary	Market Index	Adjustments	✕
1	Chemical Processing Laborer	38,092	40,696	43,644	47,425	50,833	43,200	0.99	Adjust	✕
2	Chemical Process Helper	36,242	39,496	43,142	47,823	52,049	43,000	1.00	Adjust	✕
3	Chemical Operator	46,897	51,093	56,003	62,317	68,050	52,800	0.94	Adjust	✕
4	Chemist	72,664	79,912	88,307	98,986	108,444	87,000	0.99	Adjust	✕

Jane can now see that compared to the market, Plastic Processing Co. is paying reasonably competitive salaries for these positions. One job, Chemical Operator, is 6% under the market with a market index of 0.94. If it's the company's policy to pay at the market, she may consider raising the pay level for at least this job.

This completes the tutorial portion of this exercise. To try your hand at using this software to research pay increases, please close this window, then press the **Next** button at the bottom of the *Problem Statement* screen.