

Interactive Exercise

Course 81: Salary Structures and Pay Delivery

You will begin by opening ERI's **Salary Assessor** (SA). (If you don't have the Salary Assessor, you can still follow the exercise by reading the text and viewing the screen shots.)

SA opens by default to the *Job Report* tab with the *Salaries By Experience/Size* module. Select the **Job Title Browse** button on the left side of the screen.

ERI ECONOMIC RESEARCH INSTITUTE My Organization ▼ Help ▼

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

Organization Name (Optional)
Your Organization Name

Job Title
Zookeeper

Browse

Area
United States Average

Browse Averages

Industry
All Industries - Diversified

eSIC Code: 0000
NAICS: 000000
usSEC: 0000

Browse

Zookeeper

All Incumbent Average: \$41,951 ERI: 10677 | eDOT: 412674010 | SOC: 392021

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
12	41,520	44,427	48,446	52,009	55,789
9	38,833	41,552	45,327	48,643	52,179
6	35,925	38,441	41,951	45,001	48,272
3	32,537	34,816	38,017	40,757	43,720
1	30,074	32,180	35,157	37,671	40,409

The *Browse Jobs* box displays. You may scroll through the list of position titles or begin typing "Finance Project Manager" in the **Search** field. When "Finance Project Manager" is highlighted in the list, press the **OK** button to return to the *Salaries By Experience/Size* module. Note that a job description is provided so you can properly match your organization's job with a job in the list.

Browse Jobs

Search

Finance Project M

Q

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
Finance Project Manager	189117396	113031	8374	Yes	Similar Jobs
Finance Supervisor	189117638	113031	3886	Yes	Similar Jobs
Finance Systems Manager	161167005	113031	258220	Yes	Similar Jobs
Finance Technology Analyst	160267011	132099	581376	Yes	Similar Jobs
Finance Vice President	189117450	113031	248014	No	Similar Jobs
Financial Accountant	160267021	132051	19953	Yes	Similar Jobs
Financial Administrator	189117438	132099	19955	Yes	Similar Jobs
Financial Advising Manager	161167009	113031	7838	Yes	Similar Jobs
Financial Advisor	250257265	132052	102936	Yes	Similar Jobs
Financial Advisor Personal	250257265	132052	255851	Yes	Similar Jobs

1 of 18282 jobs have been selected.

Job Description

Heads projects involving financial management and analysis.
Develops project plans to identify issues and performance metrics.
Designs processes to address identified problems.
Runs analysis to measure performance metrics and ensure goals are met.
Prepares financial performance summaries and reports for upper management.

Cancel

OK

In the Area section on the left side of the screen, notice that the default selection is “United States Average” with no industry specified. To select a location, press the Area **Browse** button.

Salary Assessor

Job Report

Benchmark List

Geographic List

Salary Planning

Advanced Reports

Compensation Management

Total Compensation

Benefits

Date 4/1

Organization Name (Optional)

Your Organization Name

Job Title

Finance Project Manager

Q

Browse

Area

United States Average

Q

Browse

Averages

Industry

All Industries - Diversified

eSIC Code:

0000

NAICS:

000000

usSEC:

0000

Browse

Finance Project Manager

All Incumbent Average: \$102,039 | ERI: 8374 | eDOT: 189117396 | SOC: 113031

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
18	102,947	111,461	122,583	133,661	144,731
14	95,943	103,878	114,260	124,568	134,884
9	85,659	92,744	102,039	111,216	120,426
5	74,940	81,138	89,301	97,298	105,356
1	62,582	67,759	74,616	81,254	87,983

The *Browse Areas* box displays. You may scroll through the list of areas, or begin typing “Philadelphia, Pennsylvania” in the Area Name field. When “Philadelphia, Pennsylvania” is

highlighted in the list, select the **OK** button to accept this area and return to the *Salaries By Experience/Size* module.

Browse Areas

ERI Areas

Radius Search

User-Defined Averages

Browse By Region

Internal Areas

Area Name

Philadelp

Postal Code ?

Type Postal Code

Filters

All Areas

Suggest an Area

Select Area

Area Name

Philadelphia, Pennsylvania

Philadelphia-Bustleton, Pennsylvania

Philadelphia-Center City, Pennsylvania

Philadelphia-Chestnut Hill, Pennsylvania

Philadelphia-East Mt Airy, Pennsylvania

Philadelphia-Fairmount/Spring Garden, Pennsylvania

Philadelphia-Manayunk, Pennsylvania

Philadelphia-Pennsport/Whitman/Queen, Pennsylvania

Philadelphia-Riverfront, Pennsylvania

Phillipsburg, Kansas

Phillipsburg, New Jersey

Phoenix, Arizona

Phoenix, Maryland

Phoenix-Ahwatukee, Arizona

1 of 8791 areas have been selected.

Cancel

OK

Now you need to specify the industry. If you know the eSIC code, you can enter it in the appropriate box. If not, you can press the *Industry* **Browse** button.

Salary Assessor

Job Report

Benchmark List

Geographic List

Salary Planning

Advanced Reports

Compensation Management

Total Compensation

Benefits

Date: 4/1

Organization Name (Optional)

Your Organization Name

Job Title

Finance Project Manager

Browse

Area

Philadelphia, Pennsylvania

Browse

Averages

Industry

All Industries - Diversified

eSIC Code: 0000

NAICS: 000000

usSEC: 0000

Browse

Finance Project Manager

All Incumbent Average: \$114,278 | ERI: 8374 | eDOT: 189117396 | SOC: 113031

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
18	115,293	124,752	136,972	148,978	160,717
14	107,433	116,332	127,841	139,136	150,291
9	95,730	103,815	114,278	124,480	134,614
5	83,282	90,514	99,899	108,960	117,979
1	68,586	74,776	82,902	90,649	98,394

The *Industries* box displays. Select the **arrow** to the left of *Construction*. Under *Construction*, select **Building Construction**; it will now be highlighted in green. Then, press the **OK** button to return to the *Salaries By Experience/Size* module.

Industries

Search Industries

Type in at least 3 characters

Search By

Industry Name

Search

Hybrid Industries

Browse Industries

▶ All Industries - Diversified

▶ Agriculture, Forestry and Fishing

▶ Energy and Mining

▼ Construction

▶ 1500 - Building Construction

▶ 1600 - Heavy Construction (except Building Construction Contractors)

▶ 1700 - Special Trade Contractors

▶ Manufacturing

▶ Transportation, Communications, Electric, Gas and Sanitary Services

▶ Wholesale Trade

▶ Retail

▶ Financial Institutions, Insurance, Real Estate and Investments

▶ Services

Industry Description

Building Construction (eSIC: 1500)

This major group includes general contractors and operative builders primarily engaged in the construction of residential, farm, industrial, commercial, or other buildings. General building contractors who combine a special trade with the contracting are included in this major group.

Do multiple industries best match your organization's operations?

Click Add Hybrid Industries to create a Hybrid Industry.

Cancel

OK

You now need to change the organization revenue field to “\$2,000,000,000.” Also, adjust the *Salary Planning Date* to “July 1, 2026.”

Salary Assessor

Job Report

Benchmark List

Geographic List

Salary Planning

Advanced Reports

Compensation Management

Total Compensation

Benefits

Date 4/

Organization Name (Optional)
Your Organization Name

Job Title
Finance Project Manager

Area
Philadelphia, Pennsylvania

Industry
Building Construction

eSIC Code: 1500

NAICS: 230000

usSEC: 1520

Analysis Based on
Revenue

2,000,000,000

☐ Include Revenue in analysis of lower level jobs

Salary Planning Date
7/1/2026

Finance Project Manager

All Incumbent Average: \$119,130 ERI: 8374 | eDOT: 189117396 | SOC: 113031

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
18	120,191	130,088	142,872	155,427	167,671
14	111,967	121,278	133,320	145,136	156,799
9	99,725	108,183	119,130	129,804	140,406
5	86,701	94,268	104,086	113,566	123,002
1	71,319	77,800	86,303	94,409	102,512

Survey Description eDOT Description Adjustments Job Characteristics

Job Title: Finance Project Manager

Alternate Titles:
Finance Project Manager

To display the 10 Years of Experience in the *Salaries By Experience/Size* module, select **Years of Experience**.

Finance Project Manager

All Incumbent Average: \$119,130 ERI: 8374 | eDOT: 189117396 | SOC: 113031

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
18	120,191	130,088	142,872	155,427	167,671
14	111,967	121,278	133,320	145,136	156,799
9	99,725	108,183	119,130	129,804	140,406
5	86,701	94,268	104,086	113,566	123,002
1	71,319	77,800	86,303	94,409	102,512

In the *Change Years of Experience* box, select **Show All**. To accept this option, press **OK**.

Change Years of Experience

Default

Show All

+ Add Experience

Experience	
18	
17	
16	
15	
14	
13	
12	

Cancel

OK

In the *Salaries By Experience/Size* module, you can now see a row for 10 years of experience. To display the 75th Percentile for annual base salaries, if necessary, select **Percentiles**.

Finance Project Manager

All Incumbent Average: \$119,130 ERI: 8374 | eDOT: 189117396 | SOC: 113031



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
18	120,191	130,088	142,872	155,427	167,671
17	118,185	127,938	140,542	152,921	165,051
16	116,157	125,766	138,187	150,384	162,375
15	114,091	123,552	135,786	147,797	159,631
14	111,967	121,278	133,320	145,136	156,799
13	109,767	118,923	130,766	142,378	153,858
12	107,468	116,463	128,098	139,497	150,781
11	105,046	113,873	125,291	136,463	147,537
10	102,476	111,124	122,314	133,245	144,092

In *Modify Percentiles*, in the *High Percentile* dropdown just to the right of *Average*, select **75th Percentile**, and then press the **OK** button.

Modify Percentiles ✕

Default

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

☐ Display in Thousands

[Cancel](#) **OK**

Back at the *Salaries By Experience/Size* module, make sure that **Base Salaries** and **Annual** are selected. Scroll through the rows in the table until you see the base salary for an employee with 10 years of experience. You can see the market mean for a project finance manager in the Mean column and the market at the 75th percentile in the column just to the right. The market base salary level for this employee at the 75th percentile is about \$133,200. Tony Martinez's current salary is less than the market at his performance level. An annual increase may be justified.

Finance Project Manager

All Incumbent Average: \$119,130 ERI: 8374 | eDOT: 189117396 | SOC: 113031



Salaries By Experience/Size		Salaries By Level			
Compensation Type	Pay Period	Years of Experience		Percentiles	
Base Salaries ▼	Annual ▼				
Years of Experience	10th Percentile	25th Percentile	Mean	75th Percentile	90th Percentile
18	120,191	130,088	142,872	155,427	167,671
17	118,185	127,938	140,542	152,921	165,051
16	116,157	125,766	138,187	150,384	162,375
15	114,091	123,552	135,786	147,797	159,631
14	111,967	121,278	133,320	145,136	156,799
13	109,767	118,923	130,766	142,378	153,858
12	107,468	116,463	128,098	139,497	150,781
11	105,046	113,873	125,291	136,463	147,537
10	102,476	111,124	122,314	133,245	144,092
9	99,725	108,183	119,130	129,804	140,406

If you are interested in seeing labor market data for total compensation (base salary + incentive) select **Total Cash** in the *Compensation Type* dropdown.

You can see that an employee with Tony's experience and performance level could expect to be paid a maximum of about \$142,500 in total compensation at the 75th percentile by competitors in your labor market.

Finance Project Manager

All Incumbent Average: \$127,280

ERI: 8374 | eDOT: 189117396 | SOC: 113031



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	75th Percentile	90th Percentile
18	129,494	140,154	153,901	167,446	180,632
17	127,218	137,713	151,254	164,596	177,650
16	124,922	135,252	148,584	161,719	174,611
15	122,589	132,751	145,871	158,792	171,503
14	120,198	130,190	143,091	155,792	168,308
13	117,728	127,545	140,222	152,693	165,001
12	115,158	124,793	137,236	149,467	161,554
11	112,461	121,907	134,107	146,084	157,935
10	109,609	118,856	130,801	142,509	154,107
9	106,570	115,605	127,280	138,702	150,028

You have completed the tutorial portion of this Interactive Exercise. Please close this window and select the **Next** button on the *Problem Statement* page to try your hand at using this tool to research labor market pay levels.