

Interactive Exercise

Course 84: The U.S. Labor Market and Compensation Trends

We begin by opening ERI's **Salary Assessor**.

The screenshot shows the ERI (Economic Research Institute) dashboard. At the top, there is a navigation bar with the ERI logo, a 'Logout' button, an 'Admin' link, and icons for search, notifications, settings, and help. On the right, there is a user profile section labeled 'MO My Organization' with a dropdown arrow. Below the navigation bar, the main content area is divided into two sections. The 'Applications' section features three cards: 'Salary Assessor' (highlighted with a red border), 'Geographic Assessor', and 'My Organizations'. Each card has an icon, a title, and buttons for 'Open' and 'Schedule a Demo' (or 'Manage' for 'My Organizations'). The 'What's New' section below displays three featured updates, each with a preview image and a title: 'V3 Updates Salary Benchmarking', 'V3 Updates Employee Benefits', and 'V3 Updates Compensation Management'.

The default *Market Data* module displays. This screen can display base salary, incentive, and total compensation for over 19,000 jobs. Pay ranges for a job are shown based on location, industry, company revenue size, and years of experience with adjustments for education, skills, certifications, direct oversight, and shift work.

SALARY ASSESSOR

Market Data

Employees

Budgets

Pay Grades

Rewards

Reports

Advanced Report

Peer Analyses

Benefits

Surveys

FLSA Analyses

Applications

Zookeeper

ERI: 10677

eDOT: 412674010

SOC: 392021

Cash Compensation

Total Compensation

04/07/2026

Industry

Years

Size

Parameters

United States Average

Area

All Industries - Diversified

Industry

2.54%

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: General

Salary

Annual

Percentiles

Experience

Levels

Experience	10th	25th	Mean	60th	80th
12	43,665	46,723	50,937	51,912	55,823
9	40,948	43,816	47,782	48,682	52,349
6	37,943	40,601	44,294	45,110	48,508
3	34,314	36,717	40,080	40,795	43,868
1	31,628	33,843	36,961	37,601	40,434

Job List Area List

Recent ...

List Options

Add

Job Title

Full Detail

Adjust

Add Jobs

Please add jobs to your list to view market data

We want to compare salary for Geraldine given three scenarios: she is paid at the national average or based on being located in Conroe or Denver. Colorado Springs will not be considered because it is Geraldine's choice to move there, and the company has no operations there.

To begin the analysis, select the displayed job title.

Zookeeper

ERI: 10677

eDOT: 412674010

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Cash Compensation

Total Compensation

04/07/2026

Industry

Years

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United States Average

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All Industries - Diversified

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Annualized Salary Trend

Aging Model: Structure Increase

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3	34,314	36,717	40,080	40,795	43,868
1	31,628	33,843	36,961	37,601	40,434

Job List Area List

Recent ...

List Options

Add

Job Title

Full Detail

Adjust

Add Jobs

Please add jobs to your list to view market data

In the *Browse Jobs* box, begin entering “Manufacturing Engineer” in the Search field. It will be highlighted at the top of the list of jobs. Press the **Apply** button below the job description when the job is selected.

Browse Jobs

Search By

Filter By

Search

manufacturing engineer

Job Title	ERI Code	Full Detail
Manufacturing Engineer	1210	✓
Manufacturing Engineer Additive	257875	✓
Manufacturing Engineering Coordinator	3907	✓
Manufacturing Engineering Director	1017	✓
Manufacturing Engineering Manager	1018	✓

Manufacturing Engineer now displays above the salary table. We need to account for Geraldine’s experience. Select the **Years** button.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/07/2026 Industry Years Size

Parameters

United States Average All Industries - Diversified 2.63% Annualized Salary Trend

Aging Model: Structure Increase Aging Group: Professional

Salary Annual Percentiles Experience Levels

Experience	10th	25th	Mean	60th	80th
20	114,829	125,081	138,331	142,476	155,584
15	108,015	117,658	130,137	134,022	146,352
10	98,115	106,874	118,232	121,738	132,938
5	82,212	89,552	99,109	102,006	111,391
1	66,502	72,439	80,218	82,514	90,105

Job List Area List

Recent ... List Options Add

Job Title	Full Detail	Adjust	
Add Jobs			
Please add jobs to your list to view market data			

In the *Years of Experience* box, select the **Add** button and enter 7 in the new row. Press the **Apply** button.

Years of Experience

Add

Default	Experience		
☐	7		
☐	20		
☐	15		
☒	10		
☐	5		
☐	1		

A row of salary data for 7 years of experience is now displayed in the table. We also need to give Geraldine credit for her 65th percentile performance level. Select **Percentiles**.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/07/2026

Industry

Years

Size

Parameters

United States Average
Area

All Industries - Diversified
Industry

2.63%

Annualized Salary Trend

Aging Model: Structure Increase
Aging Group: Professional

Job List

Area List

Recent ...

List Options

Add

Job Title	Full Detail	Adjust	
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Add Jobs

Please add jobs to your list to view market data

Salary Annual **Percentiles**

Experience Levels

Experience	10th	25th	Mean	60th	80th
20	114,829	125,081	138,331	142,476	155,584
15	108,015	117,658	130,137	134,022	146,352
10	98,115	106,874	118,232	121,738	132,938
7	89,265	97,235	107,591	110,758	120,948
5	82,212	89,552	99,109	102,006	111,391
1	66,502	72,439	80,218	82,514	90,105

In the *Percentiles* dropdown, from the 60th percentile row, select **65th**.

Salary ▾ Annual ▾ Percentiles ^

Experience Levels

Experience	10th	Low Percentiles	60th	80th
20	114,829	10th ▾	42,476	155,584
15	108,015	25th ▾	34,022	146,352
10	98,115	Average	21,738	132,938
7	89,265	Mean ▾	10,758	120,948
5	82,212	High Percentiles	02,006	111,391
1	66,502		00,514	00,105

10

60th ^

80th ▾

55th

60th

65th

70th

Display in Thousands

Reset

Make sure **Salary** and **Annual** are selected.

Parameters ⓘ

United States Average All Industries - Diversified 2.63% ⓘ

Area Industry Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary ▾ Annual ▾ Percentiles ▾

Experience Levels

Experience	10th	25th	Mean	65th	80th
20	114,829	125,081	138,331	145,365	155,584
15	108,015	117,658	130,137	136,739	146,352
10	98,115	106,874	118,232	124,206	132,938
7	89,265	97,235	107,591	113,003	120,948
5	82,212	89,552	99,109	104,074	111,391
1	66,502	72,439	80,218	84,187	90,105

Geraldine works in the Plastics industry. Select the **Industry** button.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/08/2026

Industry

Years

Size

Parameters

United States Average

Area

All Industries - Diversified

Industry

2.63%

Annualized Salary Trend

Aging Model: Structure Increase

Aging Group: Professional

Salary

Annual

Percentiles

Experience

Levels

Experience	10th	25th	Mean	65th	80th
20	114,829	125,081	138,331	145,365	155,584
15	108,015	117,658	130,137	136,739	146,352
10	98,115	106,874	118,232	124,206	132,938
7	89,265	97,235	107,591	113,003	120,948
5	82,212	89,552	99,109	104,074	111,391
1	66,502	72,439	80,218	84,187	90,105

Job List

Area List

Recent ...

List Options

Add

Job Title

Full Detail

Adjust

Add Jobs

Please add jobs to your list to view market data

In the *Industries* box *Search* field, enter “Plastics” and select the **search icon**. Select **Plastics** with an eSIC of 3080 and press the **Add** button.

Industries

← Back to Industry List

Search By

Industry Name

Search

Plastics

eSIC Name	eSIC	NAICS	usSEC
Packaging Paper and Plastics Film Paper Production	2671	322220	2670
Plastics	3080	325991	3080
Plastics Material and Resin Manufac...	2820	325200	2820

Description

Plastics

eSIC: 3080

NAICS: 325991

usSEC: 3080

Description

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).

Geraldine's company has \$2,000,000,000 in revenue. Select the **Size** button.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/08/2026 Industry Years **Size**

Parameters

United States Average
Area

Plastics
Industry

2.63%
Annualized Salary Trend

Aging Model: Structure Increase
Aging Group: Professional

Job List Area List

Recent ... List Options Add

Job Title	Full Detail	Adjust	

In the **Organization Size** box, press the **Add** button, enter “2,000,000,000” in the new row, make sure it is selected, and then press the **Apply** button.

Organization Size

\$ Add

Default	Revenue		
☒	2,000,000,000		
☐	1,000,000,000		
☐	500,000,000		
☐	100,000,000		
☐	50,000,000		
☐	10,000,000		

Now we are ready to look at salaries for the National Average, Conroe, and Denver. The *Area List* may be used to compare pay in different areas. Select **Area List** and press the **Add** button.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/08/2026

Industry

Years

Size

Parameters

United States Average
Area

Plastics
Industry

2.63%

Annualized Salary Trend

Aging Model: Structure Increase
Aging Group: Professional

Job List **Area List**

Recent ...

List Options

Add

Area	Full Detail	

In the *Areas* box *Search* field, enter “United States Average” and, when it is highlighted in the Area list, press the **Add** button.

Areas

Search By

Area Name

Search

United States Average



Area

Full Detail

United States Average



Then Add Conroe, Texas, and Denver, Colorado.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation

04/08/2026

Industry

Years

Size

Parameters

United States Average
Area

Plastics
Industry

2.63%

Annualized Salary Trend

Aging Model: Structure Increase
Aging Group: Professional

Salary

Annual

Percentiles

Experience

Levels

Experience	10th	25th	Mean	65th	80th

Job List **Area List**

Recent ...

List Options

Add

Area	Full Detail	
Conroe, Texas	✓	
Denver, Colorado	✓	
United States Average	✓	

By selecting each area in the Area List, we can see the salary at the 65th percentile for Geraldine.

Manufacturing Engineer

ERI: 1210 eDOT: 012167042 SOC: 172112

Cash Compensation Total Compensation 04/08/2026 Industry Years Size

Parameters

United States Average Area

Plastics Industry

2.63% Annualized Salary Trend

Aging Model: Structure Increase
Aging Group: Professional

Salary Annual Percentiles Experience Levels

Experience	10th	25th	Mean	65th	80th
20	116,627	127,125	140,694	147,897	158,361
15	109,650	119,525	132,303	139,064	148,907
10	99,512	108,481	120,112	126,230	135,171
7	90,450	98,610	109,215	114,758	122,893
5	83,227	90,743	100,530	105,614	113,106
1	67,140	73,219	81,185	85,249	91,310

Area List

Recent ... List Options Add

Area	Full Detail	
Conroe, Texas	✓	
Denver, Colorado	✓	
United States Average	✓	

The salaries for the 3 areas according to the parameters set for Geraldine on the date of the analysis are:

U.S. Average	\$114,758
Denver	\$ 127,385
Conroe	\$130,958

It turns out that Geraldine is being paid more than the national average and more than what she would be paid if she worked in the Denver office. The company does not want to reduce her pay but decides to accept Geraldine's proposal on the understanding that her current level of pay will gradually be brought in line with pay at the Denver office.

This ends the tutorial portion of this exercise. Please close this PDF window. Then press the **Next** to continue.