

IN THE KNOW

COMPENSATION



aaimea.org

Company Name

Position | First Level Supervisor

Prepared By | Jane Doe

Number of Employees in Role

4

Descriptor	Low	Midpoint / Median	High
Current Pay Range			
Market Rate of Pay			
Advertised Competition Rate of Pay			

Employee Name	Years of Service	Overtime Eligibility?	Incentive Eligibility?	Percentile in Base Range	Regular Wages	Incentive Earned	Pay Gap to Target Pay
Susie							
Jesse							
Bobby							
Joanie							
Average	#DIV/0!			#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Comments

Recommendations

Production Supervisor - Skilled Operation - 6013E: Production, Assembly, Finishing, Processing

First line supervisor of a skilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including experience in the work of the department, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department. Report supervisors of machining operations under specific machining job descriptions.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th	90th
Total Responses	11	67	\$68,389	*	*	*	*	*	*
Geographic Area									
IL-Central	1	25	-	-	-	-	-	-	-
IL-North/North Central/Chicago	2	17	-	-	-	-	-	-	-
Total IL-without IL Metro East	3	42	-	-	-	-	-	-	-
MO-St. Louis/St. Louis County	3	8	-	-	-	-	-	-	-
MO-All Other Counties	4	16	-	-	*	*	*	*	*
Total MO-with IL Metro East	7	24	\$70,669	*	*	*	*	*	*
Employment Size									
1 - 75	1	2	-	-	-	-	-	-	-
76-199	1	5	-	-	-	*	*	*	*
200 - 500	8	45	\$69,287	*	*	*	*	*	*
1000 +	1	15	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$4.9	1	5	-	-	-	-	-	-	-
\$5.0 - \$9.9	1	2	-	-	-	-	-	-	-
\$15.0 - \$24.9	1	1	-	-	-	-	-	-	-
\$25.0 - \$49.9	1	2	-	-	-	-	-	-	-
\$50.0 - \$99.9	1	2	-	-	-	-	-	-	-
\$100.0 - \$199.9	3	32	-	-	-	-	-	-	-
\$200.0+	3	23	-	-	-	-	-	-	-
Industry									
Mfg: Durable (+3 yrs use)	9	63	\$66,918	*	*	*	*	*	*
Other Services	1	3	-	-	-	-	-	-	-
Retail Trade/Wholesale Trade	1	1	-	-	-	-	-	-	-

SALARY ASSESSOR®

Supervisor Manufacturing

Specifications:

Prepared for:

Area: St. Louis, Missouri

Industry: Machinery Manufacturing

Industry Codes: eSIC: 3500, NAICS: 333000, usSEC: 3510

Organization Size: 15,000,000

Education Adjustment:

Skill Adjustment:

Certification Adjustment:

Shift Work Adjustment:

Planning Date: 2/7/2024

Annualized Salary Trend: 3.3% (Adjustment: 0.275%)

Database as of: 1/1/2024

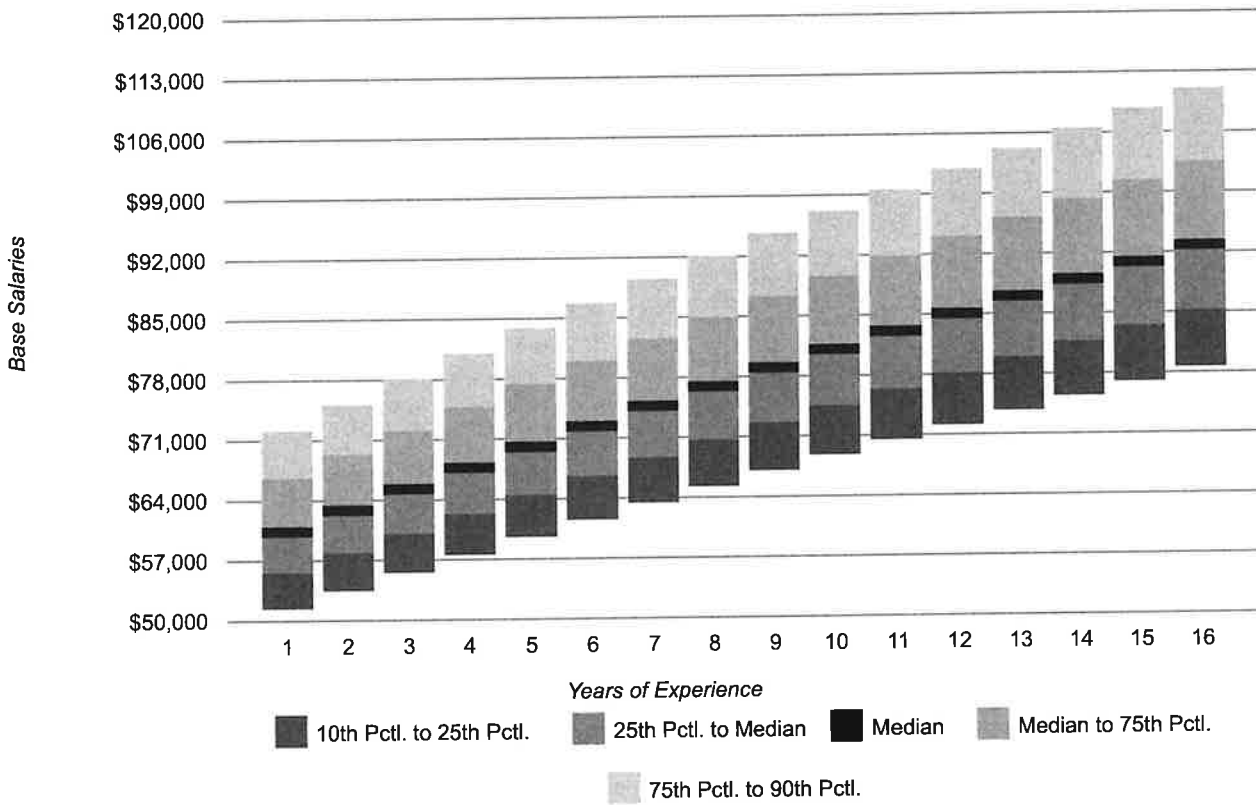
Job Code: ERI: 256027; eDOT: 183137137

SOC: 511011

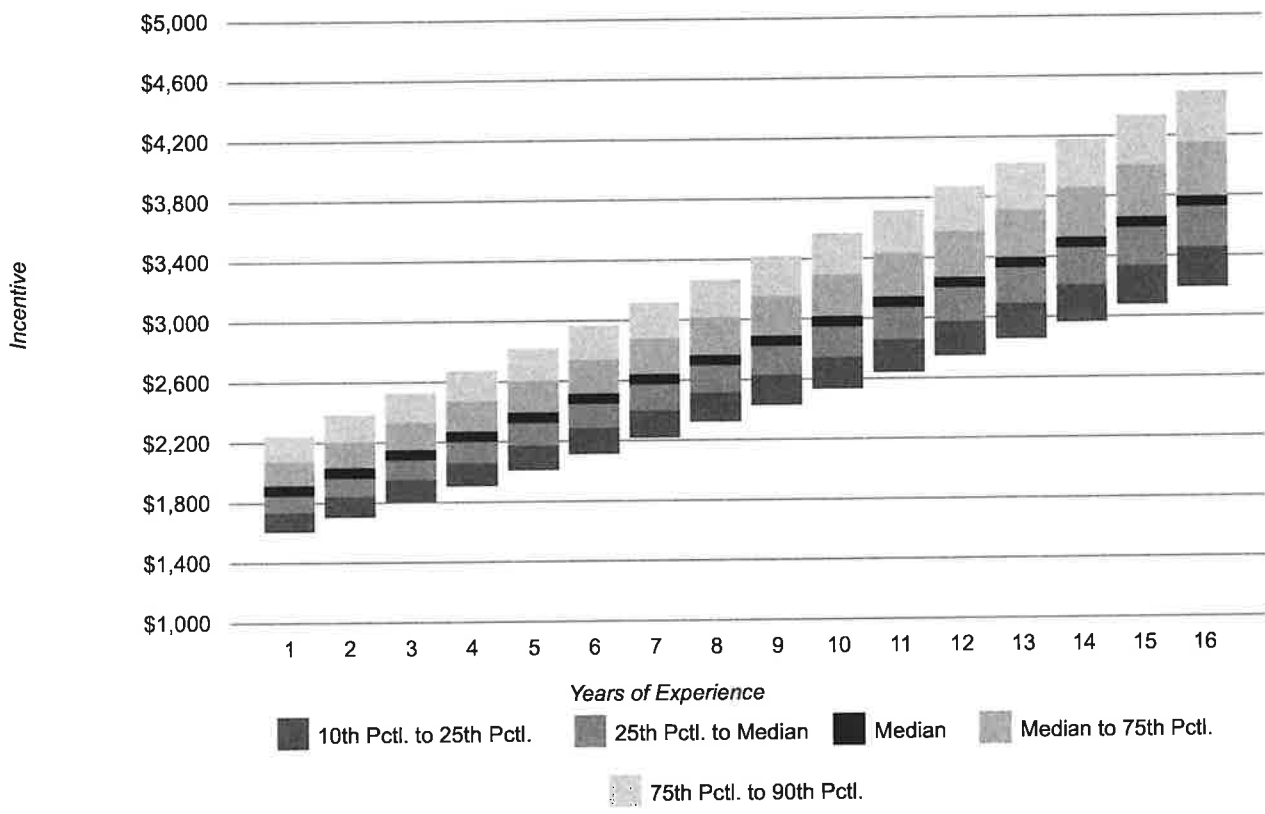
(Items in bold affect salary estimates)

Date Last Updated: 1/1/2024

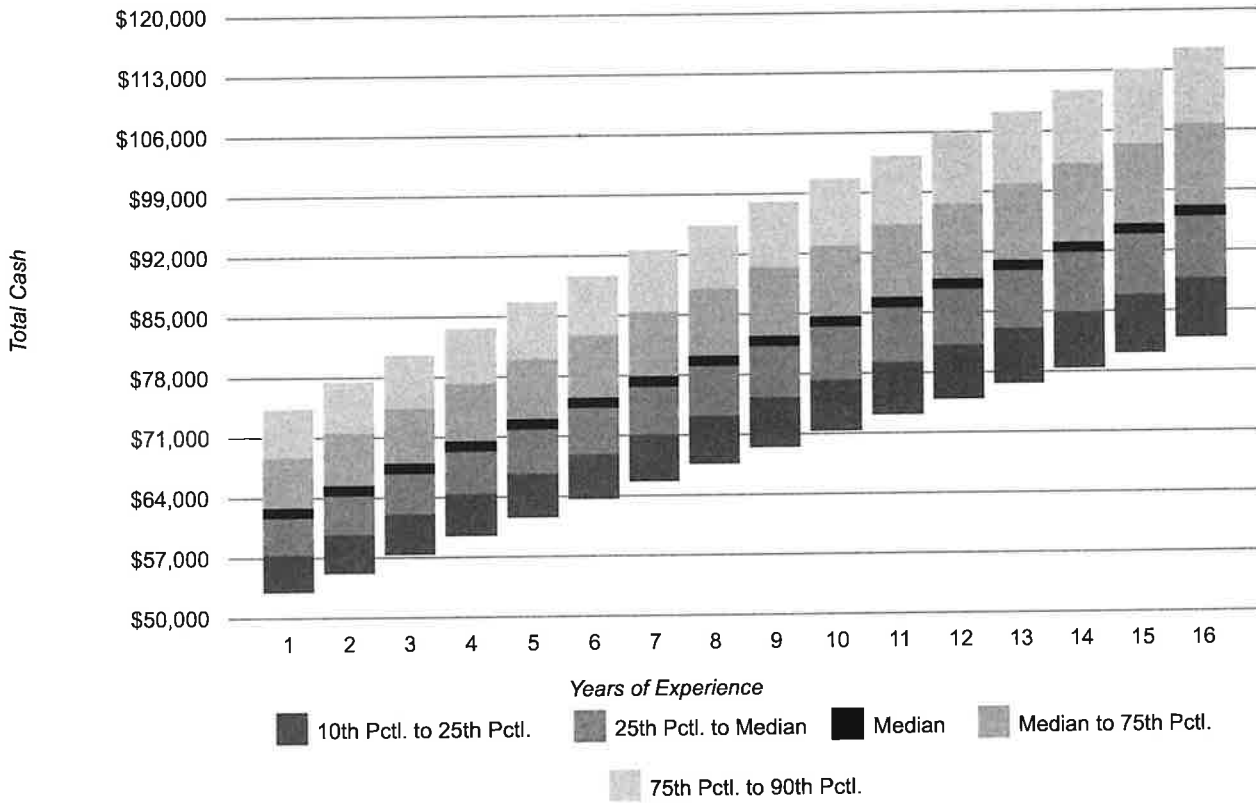
Annual Base Salaries Graph



Annual Incentives Graph



Annual Total Cash Graph



Methodology



Data Collection

ERI gathers data from 3 types of sources: surveys we conduct ourselves, surveys we purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.



Data Verification

After collecting the data, we conduct QA to ensure the data flowing into the analyses are of the highest quality.

Some examples of QA tasks are job matching by trained analysts, interviewing participants to double-check data that do not fall into parameters, and inspecting data to identify issues such as keying errors or misclassifications.



Analysis

ERI conducts advanced analytics to accurately capture the full scope of an occupation and how it exists in the economy.

ERI is committed to using the best analysis for a given statistical task, including machine learning, meta-analysis, and regression.

These analyses have been validated against independently collected market data.



Quality Assurance

ERI analysts double-check the results for every job every quarter.

This process allows us to be confident in the data we publish.



ERI Results

The end result is a carefully curated dataset that reflects compensation rates with an unparalleled level of accuracy.

ERI provides a comprehensive database of compensation for over 14,000 job titles, 1,000 industries, and 9,000 locations.