

COMPANY NAME:

#A01

HYDRAULIC INSTITUTE REPORT 2015 INDUSTRY SALARY SURVEY

THIS SURVEY COVERS A SELECTION OF EXEMPT EMPLOYEES; DESIGNED TO INCLUDE SOME OF THE MOST TYPICAL POSITIONS. REPORT ONLY THOSE EMPLOYEES THAT FIT THE POSITION DESCRIPTIONS. IF YOU HAVE SEVERAL FACILITIES, USE A SEPARATE FORM FOR EACH FACILITY IF THERE ARE SIGNIFICANT DIFFERENCES BETWEEN THEM. PLEASE COMPLETE THE SURVEY AND RETURN IT BY **APRIL 15, 2015** TO:

STACEY HARRISON
NEMA/BUSINESS INFORMATION SERVICES
HARRISONS@NEMA.ORG
or FAX to (703) 841-3370

DEMOGRAPHICS

1. What was your dollar volume in 2014?

Under \$10 million	\$50 million - \$99.9 million
\$10 million - \$19.9 million	Over \$100 million
\$20 million - \$49.9 million	

2. List location of your facilities, reporting the primary facility first:

LOCATION (CITY/STATE)	CITY SIZE CLASS*	# OF FULL- TIME SALARIED WORKERS	# OF PART- TIME SALARIED WORKERS	FACILITY INCLUDED IN THIS REPORT?	
				YES	NO
a)					
b)					
c)					
d)					
e)					

*City Size Classes:

- 1) Large city (population more than 500,000)
- 2) Moderate size city (population 50,000 to 500,000)
- 3) Small city (population 10,000 to 50,000)
- 4) Town/Rural (population less than 10,000)

HYDRAULIC INSTITUTE

INDUSTRY SALARY SURVEY

Industry Salary Survey

COMPANY CODE _____

TITLE	Code	# of Employees in Position	Average Years of Service In Position	Control Point (Normally Midpoint)	ANNUAL BASE SALARY AS OF JAN 1, 2015			INCENTIVE COMPENSATION PAID FOR 2014		
					Minimum	Maximum	Average	Eligible to Receive (Yes/No)	Minimum	Maximum
I. MANUFACTURING										
Plant Manager (less than 150 total employees)	M1									
Plant Manager (more than 150 total employees)	M2									
Plant Superintendent/General Foreman	M3									
Foreman (First Line)	M4									
Quality Control Manager	M5									
Manufacturing/Industrial Engineer Manager	M6									
Manufacturing/Industrial Engineer	M7									
Materials Manager	M8									
Purchasing Manager/Agent	M9									
II. ENGINEERING DESIGN & DEVELOPMENT										
Engineering Manager	E1									
Engineering Supervisor	E2									
Design & Development Engineer (0-5 yrs.)	E3									
Design & Development Engineer (6-10 yrs.)	E4									
Design & Development Engineer (over 10 yrs.)	E5									
CAD Drafter	E6									
III. TECHNICAL SUPPORT										
Marketing Manager	T1									
Field Service Manager	T2									
Product Manager	T3									
Application Engineer (Intermediate) (3-5 yrs.)	T4									
Application Engineer (Senior) (over 6 yrs.)	T5									

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					Minimum	Maximum	Average	Eligible to Receive (Yes/No)	Minimum	Maximum	Average
IV. ADMINISTRATION Manager, Cost Accounting	A1										
Manager, General Accounting	A2										
Manager, Credit	A3										
Accountant (Intermediate)	A4										
Accountant (Senior)	A5										
Manager, Information Systems	A6										
Manager, Systems - Programming	A7										
Plant Human Resources Manager	A8										
V. SALES Regional Sales Manager	S1										
Sales Personnel (Beginning) (0-5 yrs.)	S2										
Sales Personnel (Experienced) (6-15 yrs.)	S3										
Sales Personnel (Senior) (Over 15 yrs.)	S4										
Sales Office Application Engineer (0-5 yrs.)	S5										
Sales Office Application Engineer (over 5 yrs.)	S6										
Parts and Service Sales (0-5 yrs.)	S7										
Parts and Service Sales (over 5 yrs.)	S8										

During the survey period what salary increase practices have been utilized?

1. Salary Increase Budget - Average % _____
2. % of Employees Receiving Salary Increases _____

**HYDRAULIC INSTITUTE INDUSTRY SALARY SURVEY
COVERING EXEMPT EMPLOYEES**

POSITION DESCRIPTIONS

OCCUPATION	HI CODE NO.	DESCRIPTION
GROUP I – MANUFACTURING:		
PLANT MANAGER	M1	Plans and directs all plant manufacturing operations at a facility with less than 150 employees.
PLANT MANAGER	M2	Plans and directs all plant manufacturing operations at a facility with more than 150 employees.
PLANT SUPERINTENDENT/ GENERAL FOREMAN	M3	Supervises all first line foremen and normally reports to plant manager.
FOREMAN (FIRST LINE)	M4	Supervises hourly personnel in the machining and/or assembly of company products.
QUALITY CONTROL MANAGER	M5	Responsible for installing and supervising inspection and testing procedures on finished products.
MANUFACTURING/ INDUSTRIAL ENGINEER MANAGER	M6	Supervises all manufacturing/industrial engineers.
MANUFACTURING/ INDUSTRIAL ENGINEER	M7	Responsible for major segment of projects on production processes, methods, facilities, economic studies, etc. Does not supervise.
MATERIALS MANAGER	M8	Responsible at the plant level for control and movement of materials in and out of plant; directs and administers some or all of the following: production control, inventory control, traffic and shipping.
PURCHASING MANAGER/AGENT	M9	Responsible at the plant level for the administration of the purchasing function.

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OCCUPATION	HI CODE NO.	DESCRIPTION
<i>GROUP II - ENGINEERING DESIGN & DEVELOPMENT:</i>		
ENGINEERING MANAGER	E1	Responsible for supervising a group of engineers functioning as an organized unit and engaged in the design and development of products.
ENGINEERING SUPERVISOR	E2	Same as above but normally reports to Engineering Manager.
DESIGN & DEVELOPMENT ENGINEER (0-5 years experience)	E3	Plans and executes detailed phases of the design and development work on less complex assignments.
DESIGN & DEVELOPMENT ENGINEER (6-10 years experience)	E4	Plans and executes detailed phases of the design and development work on complex assignments.
DESIGN & DEVELOPMENT ENGINEER (Over 10 years experience)	E5	Plans and executes detailed phases of the design and development work in a complex and major segment of a complete project of broad scope.
CAD DRAFTER	E6	Uses computer-assisted design technology (such as digitizer/plotter) to prepare initial specifications of individual parts involved in phases of a more detailed project design. This work is then subjected to engineering approval.

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OCCUPATION	HI CODE NO.	DESCRIPTION
<i>GROUP III - TECHNICAL SUPPORT:</i>		
MARKETING MANAGER	T1	Responsible for the management of the product managers.
FIELD SERVICE MANAGER	T2	Develops and implements field service plans, policies and procedures covering product installation and repair, including management of field service engineers and technicians.
PRODUCT MANAGER	T3	Responsible for planning, implementing and controlling marketing strategy for a designated product or product family, including new product introduction. Normally reports to Marketing Manager.
APPLICATION ENGINEER (Intermediate - 3 years experience)	T4	Plans and conducts projects involving modification of previous applications or new application of a moderately complex nature. Conducts field performance tests.
APPLICATION ENGINEER (Senior - 6 plus years experience)	T5	The highest non-supervisory position that plans product applications that are new or complex. Conducts field performance tests; may functionally direct efforts of less experienced engineers.

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OCCUPATION	HI CODE NO.	DESCRIPTION
GROUP IV – ADMINISTRATION:		
MANAGER, COST ACCOUNTING	A1	Responsible for the refinement and maintenance of a cost accounting system including the installation of cost control methods, cost audits, and their interpretation.
MANAGER, GENERAL ACCOUNTING	A2	Responsible for the management of such functions as payroll, property management, taxes, accounts payable and receivables.
MANAGER, CREDIT	A3	Responsible for the control and management of customer accounts receivable in a manner maintaining required cash flow by the determination of customer credit status and timely collection of open accounts.
ACCOUNTANT (Intermediate - 3 years experience)	A4	Performs typical accounting tasks as a non-supervisory degree professional.
ACCOUNTANT (Senior)	A5	Same as above with 5-6 years experience; assigned tasks more complex with minimum supervision.
MANAGER, INFORMATION SYSTEMS	A6	Responsible for the management of data entry, computer operations sections, regional and local area networks, to achieve timely input, production and distribution of all information processing reports. Review new application programs for suitability and priority.
MANAGER, SYSTEMS PROGRAMMING	A7	Plans, directs and controls the development and maintenance of computer application software programs and systems.
PLANT HUMAN RESOURCES MANAGER	A8	Plans and directs all personnel activities at the facility.

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OCCUPATION	HI CODE NO.	DESCRIPTION
GROUP V - SALES:		
REGIONAL SALES MANAGER	S1	Engages in <i>line</i> sales function away from home or division sales office. Has other sales managers and/or sales personnel reporting directly to him and has manager or equivalent in his title.
SALES PERSONNEL (Beginning - 0-5 years experience)	S2	Includes apprentices, trainees, subs, etc., employed in sales capacity.
SALES PERSONNEL (Experienced - 6-15 years experience)	S3	Includes bulk of force employed in sales capacity.
SALES PERSONNEL (Senior - over 15 years experience)	S4	Includes long service or highly specialized personnel employed in sales capacity.
SALES OFFICE APPLICATION ENGINEER (0-5 years experience)	S5	Primarily performs technical and engineering application sales functions for customers, specifiers and designers.
SALES OFFICE APPLICATION ENGINEER (Over 5 years experience)	S6	Primarily performs highly specialized sales of advanced technical solutions for customers, specifiers, and designers.
PARTS AND SERVICE SALES (0-5 years experience)	S7	Sells parts and service to existing accounts already established by sales personnel.
PARTS AND SERVICE SALES (Over 5 years experience)	S8	Sells parts and service to existing accounts already established by sales personnel.