

**510,928,351 Facilities/Building Services Engineer - Experienced**

Under general supervision, plans and implements the layouts of plant, office, and production equipment in order to provide the maximum utilization of facilities and efficiency of production. Develops specifications and prepares estimates of design costs including equipment, installation, labor, materials, preparation, and other related costs. Forms criteria and performance specifications for facilities and equipment necessary to meet unique operating requirements and building and safety codes. Typically works on tasks that require analysis of identifiable factors and application of judgment within defined procedures and practices to determine appropriate action. Typically requires a Bachelor's degree in Engineering and one to four years of experience.

All Participants Analysis (Dollar Values displayed in \$000s)									Incentive Plan Eligibility				
	Num Orgs	Num Obs	10th Pctl	25th Pctl	Median	Mean	75th Pctl	90th Pctl		Num Orgs	Num Obs	Inc Wtd	
Base Salary													
Base Salary - Inc Wtd	74	338	45.7	52.8	75.3	75.5	88.0	101.7	Short-term Incentive	41	232	60%	
Base Salary - Org Wtd	74	338	50.0	52.4	73.1	73.1	82.3	97.0	Sales Incentive	0	0	0%	
Base Salary - Incentive Eligible	143	341	46.7	70.0	81.7	79.4	89.7	103.5	Profit Sharing	5	28	8%	
Base Salary - Not Incentive Eligible	31	97	42.7	52.4	66.3	66.4	64.0	67.9	Long-term Incentive	6	61	18%	
Incentives													
Short-term Incentive (Target)	71	189	1.8	4.0	6.6	6.6	7.3	12.8	On Target LTI Eligible:		% Eligible	% Receiving	
Short-term Incentive (Actual)	71	182	1.4	4.0	11.9	9.7	13.2	16.4	Stock Option Options		~%	~%	
Sales Incentive (Target)	0	0	-	-	-	-	-	-	Share Appreciation Rights (SARs)		~%	~%	
Sales Incentive (Actual)	0	0	-	-	-	-	-	-	Restricted Shares/Share Units		~%	~%	
Profit Sharing (Actual)	73	9	-	-	-	-	-	-	Performance Shares/Share Units		~%	~%	
Long-term Incentive (Black-Scholes)	73	28	-	-	-	-	-	-	Performance Cash Units		~%	~%	
									Long-term Cash		~%	~%	
Total Cash Compensation													
Total Cash Comp (Actual) - Inc Wtd	74	338	45.7	53.5	81.7	81.2	97.0	109.5	Incentives (Mean as % of Base)	Num Orgs	Num Obs	Org Wtd Inc Wtd	
Total Cash Comp (Actual) - Org Wtd	74	338	50.0	53.8	75.1	75.3	88.3	97.4	Short-term Incentive (Actual)	31	162	7.6%	11.0%
Total Cash Comp (Actual) - Rouns	72	189	59.3	53.1	75.1	75.1	103.8	124.8	Short-term Incentive (Threshold)	3	3	~%	~%
Total Cash Comp (Target)	75	295	44.3	60.9	79.5	79.5	93.9	111.9	Short-term Incentive (Target)	31	189	8.0%	7.8%
Total Cash Comp (Target) - Rouns	71	186	45.0	77.4	82.3	86.9	97.7	121.3	Short-term Incentive (Maximum)	18	140	15.7%	15.1%
Total Direct Compensation (Black-Scholes)													
Total Direct Comp (Actual)	74	338	45.9	53.5	81.8	82.4	97.3	111.8	Sales Incentive (Actual)	0	0	~%	~%
Total Direct Comp (Actual) - Rouns	73	28	-	-	-	-	-	-	Sales Incentive (Target)	0	0	~%	~%
Total Direct Comp (Target)	75	295	45.3	60.9	83.1	81.8	94.1	117.3	Profit Sharing (Actual)	3	9	~%	~%
Total Direct Comp (Target) - Rouns	72	12	-	-	-	-	-	-	Long-term Incentive (Black-Scholes)	3	28	~%	~%
Salary Range (Mean)													
Minimum	35	204	55.8										
Midpoint	35	204	71.0										
Maximum	35	204	88.4										

More than 30% of the sales within the sample are supplied by one organization.

\* More than 25% of the rates within the sample are supplied by one organization.

# Mercer Salary Guide

**Sebastian Brünink**

A red circular graphic with a gradient, appearing as a partial circle or a thick arrow pointing to the right, located to the right of the author's name.

## **Mercer Salary Guide:**

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