

# 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
<b>Base Salary</b>												
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	103.0	Profit Sharing	0	28	8%
Base Salary - Not Incentive Eligible	31	97	42.7	52.4	66.3	66.4	84.0	97.9	Long-term Incentive	0	0	0%
<b>Incentives</b>												
Short-term Incentive (Target)	71	189	1.8	4.0	6.6	6.6	7.3	12.8	<b>On Target LTI Eligible:</b>			
Short-term Incentive (Actual)	71	182	1.4	4.0	11.9	9.7	13.2	16.4	% Eligible			% Receiving
Sales Incentive (Target)	0	0	-	-	-	-	-	-	Stock Option	-%		-%
Sales Incentive (Actual)	0	0	-	-	-	-	-	-	Share Appreciation Rights (SARs)	-%		-%
Profit Sharing (Actual)	73	9	-	-	-	-	-	-	Restricted Shares/Share Units	-%		-%
Long-term Incentive (Black-Scholes)	73	28	-	-	-	-	-	-	Performance Shares/Share Units	-%		-%
									Performance Cash Units	-%		-%
									Long-term Cash	-%		-%
<b>Total Cash Compensation</b>												
Total Cash Comp (Actual) - Inc Wtd	74	338	45.7	53.5	81.7	81.2	97.0	109.5	<b>Incentives (Mean as % of Base)</b>			
Total Cash Comp (Actual) - Org Wtd	74	338	50.0	53.8	75.1	75.3	88.3	97.4	Num Orgs	Num Obs	Org Wtd	Inc Wtd
Total Cash Comp (Actual) - Pctls	72	189	56.3	53.1	75.1	75.1	103.8	124.8	Short-term Incentive (Actual)	31	162	7.6%
Total Cash Comp (Target)	70	205	44.3	60.9	75.3	75.3	93.9	111.9	Short-term Incentive (Threshold)	3	3	-%
Total Cash Comp (Target) - Pctls	71	186	45.0	77.4	82.3	82.3	97.7	121.3	Short-term Incentive (Target)	31	189	8.0%
									Short-term Incentive (Maximum)	18	140	15.7%
									Sales Incentive (Actual)	0	0	-%
									Sales Incentive (Target)	0	0	-%
									Profit Sharing (Actual)	0	9	-%
									Long-term Incentive (Black-Scholes)	3	28	-%
<b>Total Direct Compensation (Black-Scholes)</b>												
Total Direct Comp (Actual)	74	338	45.9	53.5	81.8	82.4	97.3	111.8	<b>Salary Range (Mean)</b>			
Total Direct Comp (Actual) - Pctls	73	28	-	-	-	-	-	-	Minimum	30	204	55.8
Total Direct Comp (Target)	70	205	45.3	60.9	83.1	81.8	94.1	117.3	Midpoint	30	204	71.0
Total Direct Comp (Target) - Pctls	72	12	-	-	-	-	-	-	Maximum	30	204	88.4

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

# Mercer Salary Guide

**Jessica J Manson**



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