

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	Incl 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	67	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 Share 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
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
Total Cash Comp (Actual) - Rouns	72	189	66.3	83.1	95.1	94.9	103.8	124.8	Short-term Incentive (Threshold)		3	3
Total Cash Comp (Target)	75	295	44.3	60.9	79.9	80.2	93.9	111.9	Short-term Incentive (Target)		31	189
Total Cash Comp (Target) - Rouns	71	186	45.0	77.4	92.3	88.9	97.7	121.3	Short-term Incentive (Maximum)		18	140
									Sales Incentive (Actual)		0	0
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 (Target)		0	0
Total Direct Comp (Actual) - Rouns	73	28	-	-	-	-	-	-	Profit Sharing (Actual)		3	9
Total Direct Comp (Target)	75	295	45.3	60.9	83.1	81.8	94.1	117.3	Long-term Incentive (Black-Scholes)		3	28
Total Direct Comp (Target) - Rouns	72	12	-	-	-	-	-	-				
Salary Range (Mean)												
Minimum	35	204	55.8									
Midpoint	35	204	71.0									
Maximum	35	204	85.4									

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

Mercer Salary Guide

Ohio. Auditor of State



Mercer Salary Guide:

Unveiling the Magic of Words: A Report on "**Mercer Salary Guide**"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Mercer Salary Guide**," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound affect the souls of its readers.

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