

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	84.0	97.9	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	Org Wtd Incl 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	56.3	53.1	75.1	75.3	103.8	124.8	Short-term Incentive (Threshold)	3	3	~% ~%
Total Cash Comp (Target)	75	295	44.3	60.9	75.3	75.3	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	82.3	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	85.4									

More than 30% of the roles within the sample are supplied by one organisation.

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

Mercer Salary Guide

Ensheng Dong



Mercer Salary Guide:

Reviewing **Mercer Salary Guide**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Mercer Salary Guide**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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jul 19 2023 the dentist employment agreement is a contract between a licensed practitioner and a professional entity for the employment of services for salary percent of the business or on a partnership level the dentist will be required to work a

minimum amount of hours commonly 30 40 hours per week and have their payment be based on the type of