

2013 Compensation and Benefits Survey for Engineers, Engineering Specialists, Land Surveyors, and Radio Engineers

Results

**State of Minnesota and the Minnesota Government
Engineering Council (MGEC)**

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INTRODUCTION

Purpose

The intent of this survey was to gather compensation and benefit data for jobs which match classifications used by the State of Minnesota that are covered by the labor agreement with the Minnesota Government Engineering Council. A mix of public and private entities were surveyed for the purpose of comparing the State of Minnesota's compensation practices to those of other public jurisdictions, and private companies that do engineering work for the State of Minnesota.

Methods

The returned survey consisted of 33 employers. These employers included both public and private organizations that contract with Mn/DOT, and have employees in the engineering and/or land surveying field. Participation in the survey was solicited via email and data was collected online using "Survey Monkey" between February 2013 and May 2013.

Survey respondents consisted of a wide variety of organization types and sizes. Therefore it was necessary to "weight" the responses to certain questions based on the number of employees represented. This process is necessary to insure that all employees represented by a single response contributed appropriately to the final average. In all instances that a weighted average (mean) was used it is clearly indicated.

Example: The following explanation describes the process used to calculate the weighted minimum salary for each group. This process is also completed for the weighted average salary and the weighted maximum salary.

Company X had 2 employees in the Engineering Trainee category with a minimum salary of \$45,000. Company Y had 45 employees in the Engineering Trainee category with a minimum

salary of \$55,000. To calculate the weighted average (mean) of the minimum salary the following formula was used:

$$\text{Weighted Average} = \frac{(A)(B) + (C)(D)}{A+C}$$

A = Number of Employees in the Engineering Trainee class at Company X

B= Minimum Salary for the Engineering Trainee class at Company X

C= Number of Employees in the Engineering Trainee class at Company Y

D= Minimum Salary for the Engineering Trainee class at Company Y

The average of the two minimum salary values for Company X and Y is \$50,000. The weighted average of the minimum salary for Company X and Y is \$54,574. This more accurately represents the average minimum salary of all 47 employees.

The data summarized in this report consists of descriptive statistics that have not been tested for statistical significance. The results represent simple summary statistics from only those organizations that were sampled and responded. It is important to be aware of factors that may affect the use of this data to make inferences about the entire “universe” or target population. For example, it is not known how the answers of those who did not respond to the survey may differ from those who did respond.

RESULTS

Respondent Composition

Sector	# Responded
Private	11
City	10
County	6
Other States	4
Other Public	2
Total	33

Table 1: Shows the number of organizations that responded by sector.

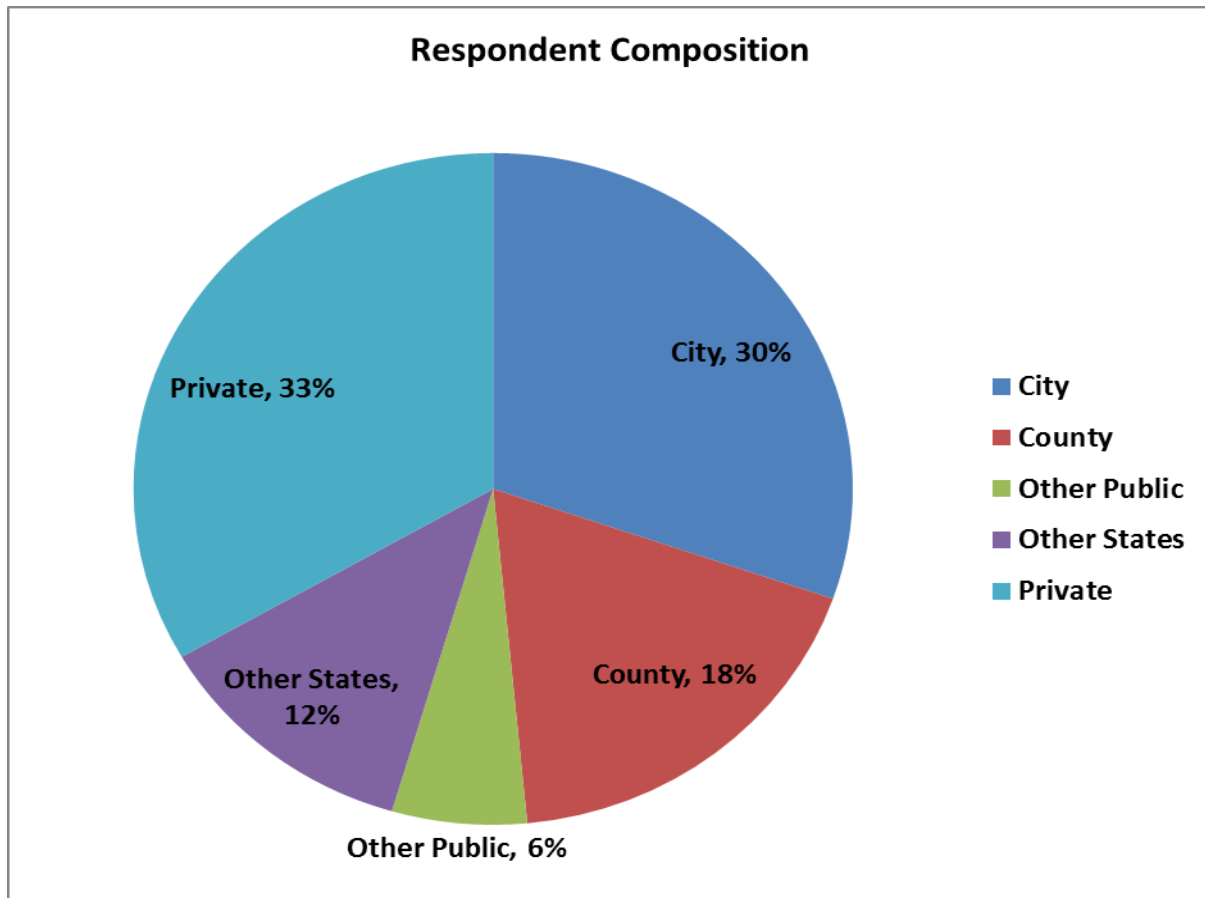


Figure 1: Shows the percentage make-up of the respondents.

Direct Compensation-Salary

Engineer Trainee- This is a beginner-level position and requires a Bachelor degree in Engineering.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	2	\$54,655	\$62,951	\$71,735	(\$16,027)	(\$20,041)	(\$16,925)
County	NA	NA	NA	NA	NA	NA	NA
Other Public	4	\$40,019	\$49,442	\$70,824	(\$1,391)	(\$6,532)	(\$16,014)
Other States	179	\$46,234	\$49,161	\$73,111	(\$7,606)	(\$6,251)	(\$18,301)
Private	25	\$49,123	\$51,582	\$56,214	(\$10,495)	(\$8,672)	(\$1,404)
All Responded	210	\$46,540	\$49,586	\$71,043	(\$7,912)	(\$6,676)	(\$16,233)
State of MN	37	\$38,628	\$42,910	\$54,810	NA	NA	NA

Table 2: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

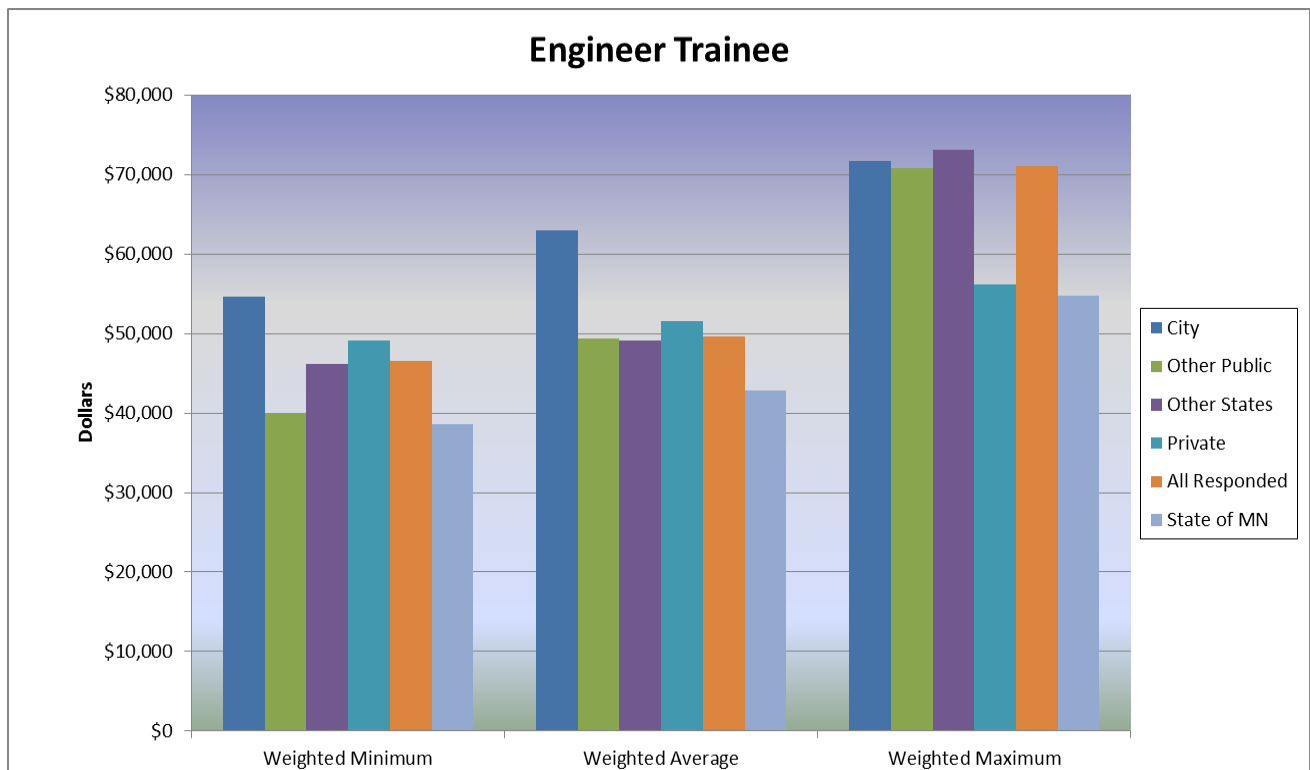


Figure 2: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Trainee” type positions.

Engineer Graduate II- This position requires a Bachelor degree in Engineering, two years post graduate level engineering experience (or 1 year experience plus a Master’s degree), and completion of the Fundamentals of Engineering exam. The intermediate work level is commensurate with 2 years experience working in an engineer’s position.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	2	\$55,873	\$69,405	\$71,363	(\$12,484)	(\$18,520)	(\$12,168)
County	3	\$58,585	\$72,876	\$85,728	(\$15,196)	(\$21,991)	(\$26,533)
Other Public	16	\$42,869	\$62,013	\$76,253	\$520	(\$11,128)	(\$17,058)
Other States	259	\$52,882	\$59,606	\$80,704	(\$9,493)	(\$8,721)	(\$21,509)
Private	53	\$58,440	\$64,827	\$76,237	(\$15,051)	(\$13,942)	(\$17,042)
All Responded	333	\$53,355	\$60,705	\$79,769	(\$9,966)	(\$9,820)	(\$20,574)
State of MN	52	\$43,389	\$50,885	\$59,195	NA	NA	NA

Table 3: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

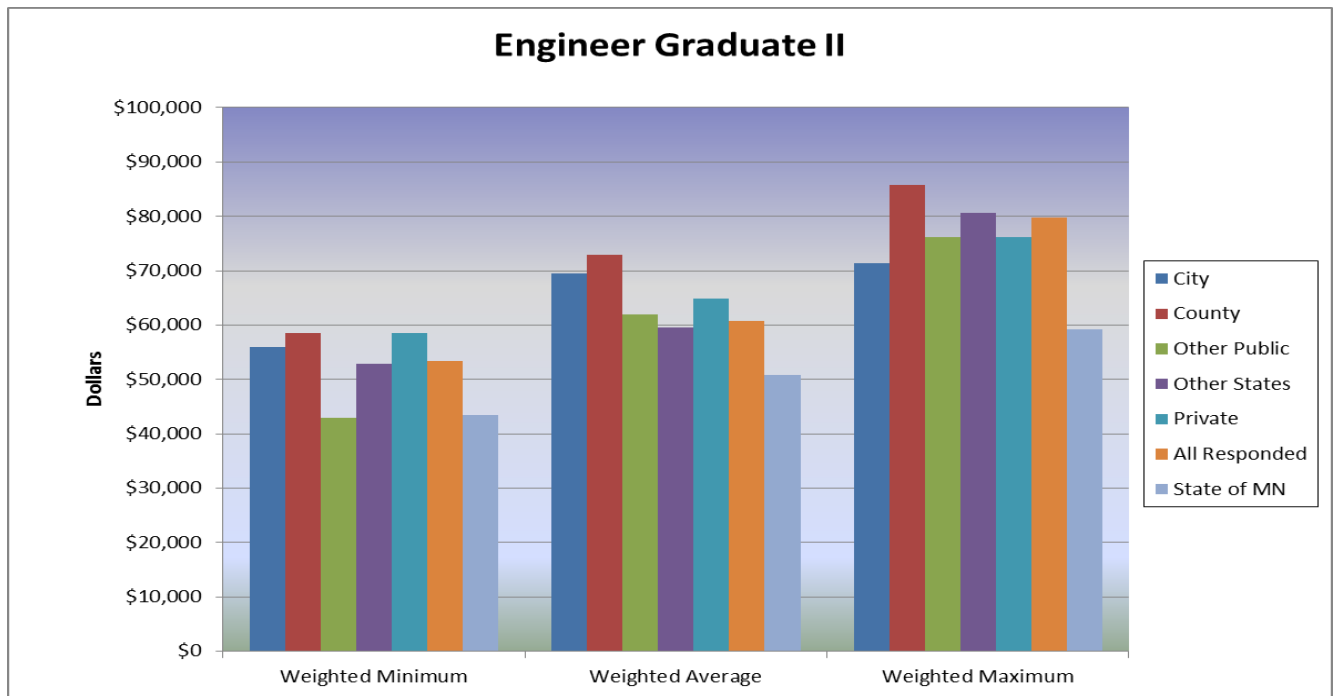


Figure 3: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Graduate II” type positions.

Engineer Senior- This position requires a Bachelor degree in Engineering and registration as a Professional Engineer. This is the first level of registered professional engineering work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	17	\$57,714	\$72,684	\$77,447	(\$5,013)	(\$2,590)	(\$1,715)
County	3	\$69,500	\$97,422	\$102,100	(\$16,799)	(\$27,328)	(\$26,368)
Other Public	17	\$49,379	\$73,989	\$87,859	\$3,322	(\$3,895)	(\$12,127)
Other States	583	\$58,602	\$72,576	\$92,206	(\$5,901)	(\$2,482)	(\$16,474)
Private	58	\$61,677	\$72,741	\$84,924	(\$8,976)	(\$2,647)	(\$9,192)
All Responded	678	\$58,660	\$72,738	\$91,147	(\$5,959)	(\$2,644)	(\$15,415)
State of MN	222	\$52,701	\$70,094	\$75,732	NA	NA	NA

Table 4: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

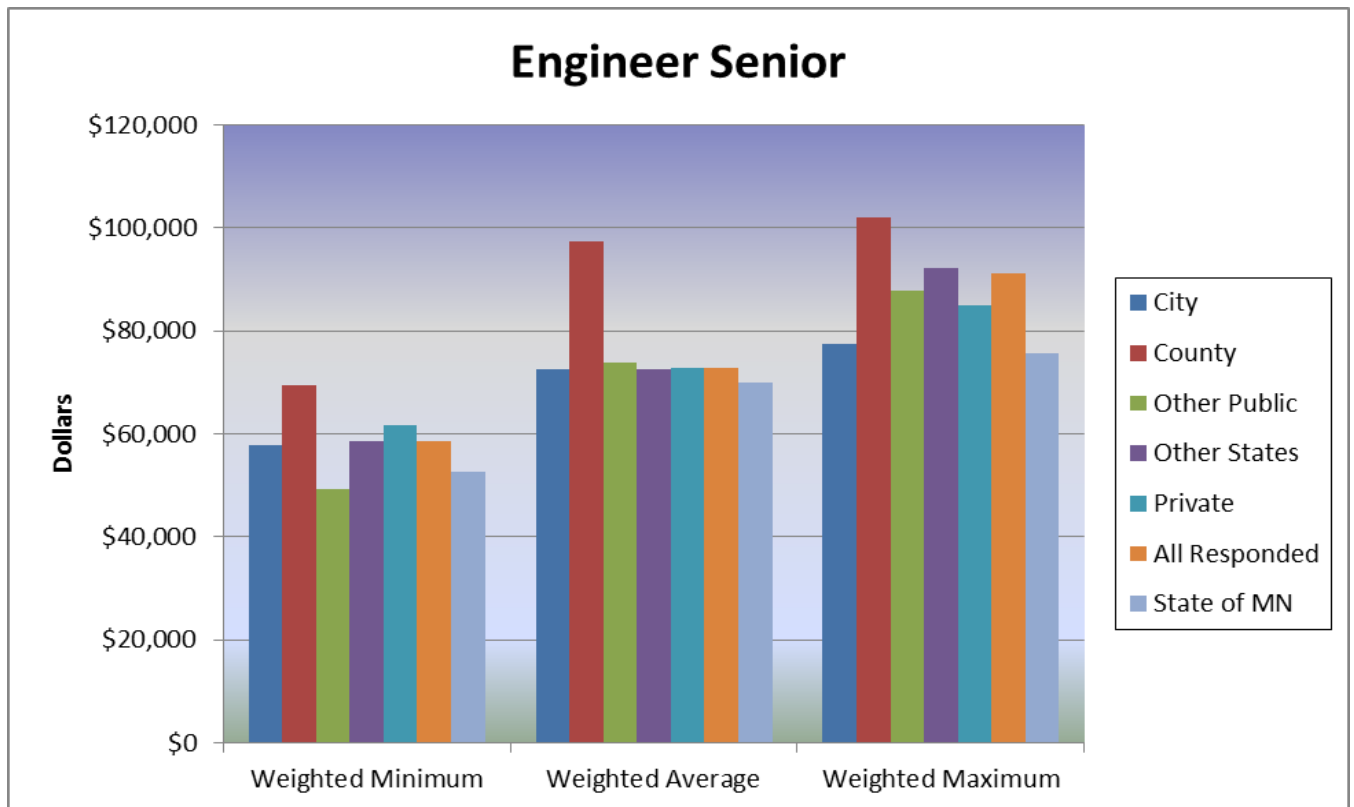


Figure 4: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Senior” type positions.

Engineer Principal- This position requires a Bachelor degree in Engineering, registration as a Professional Engineer and 2-5 years post registration engineering experience. This is advanced professional engineering work, including supervisory responsibility.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	24	\$65,854	\$87,864	\$101,375	(\$8,893)	(\$3,801)	(\$16,310)
County	15	\$65,610	\$84,612	\$95,797	(\$8,649)	(\$549)	(\$10,732)
Other Public	4	\$61,339	\$96,876	\$108,846	(\$4,378)	(\$12,813)	(\$23,781)
Other States	121	\$48,846	\$80,620	\$100,583	\$8,115	\$3,443	(\$15,518)
Private	56	\$75,720	\$91,943	\$112,934	(\$18,759)	(\$7,880)	(\$27,869)
All Responded	220	\$58,881	\$84,847	\$103,648	(\$1,920)	(\$784)	(\$18,583)
State of MN	200	\$56,961	\$84,063	\$85,065	NA	NA	NA

Table 5: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

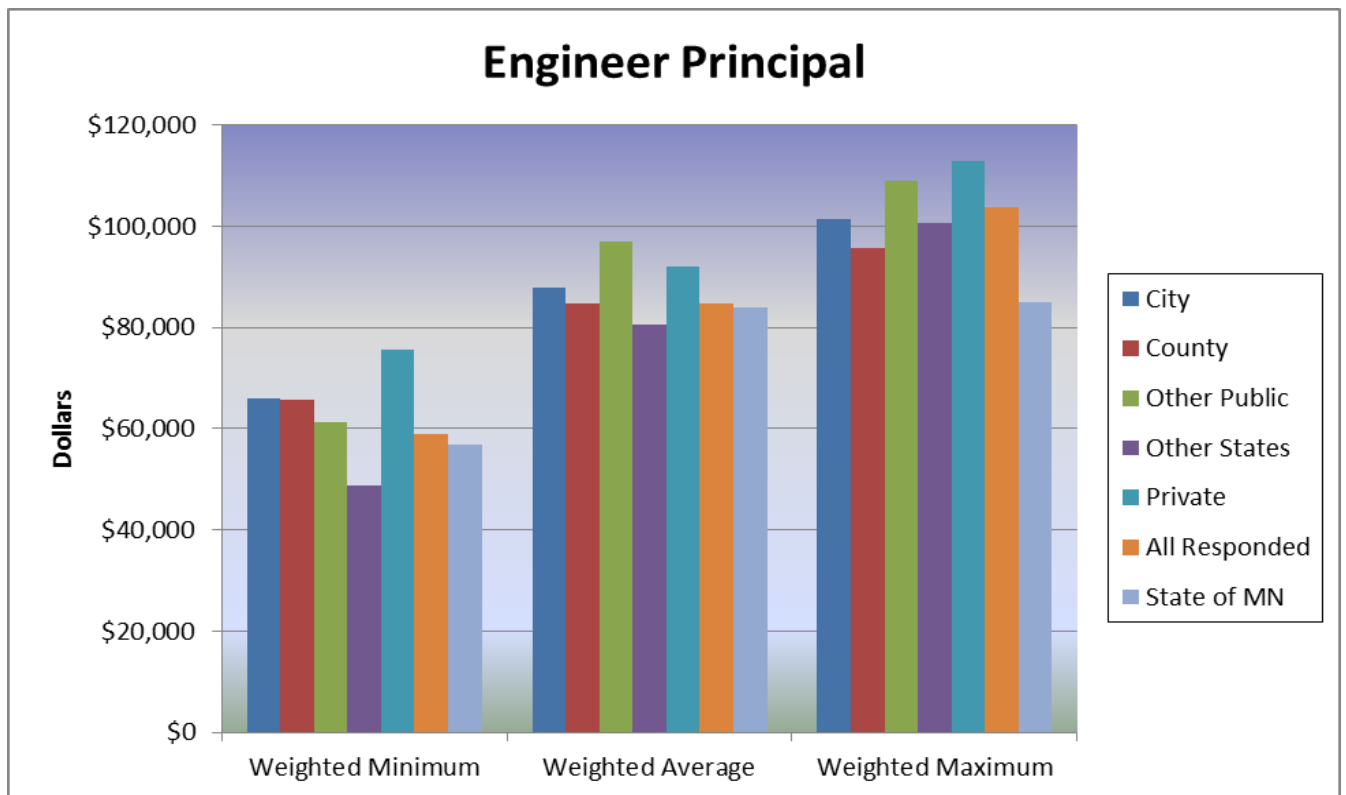


Figure 5: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Principal” type positions.

Engineer Administrative- This position requires a Bachelor degree in Engineering, registration as a Professional Engineer and 5-10 years post registration engineering experience. This is the highest level of specialized engineering work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	12	\$87,763	\$115,815	\$122,702	(\$23,808)	(\$21,813)	(\$28,450)
County	7	\$74,154	\$102,142	\$110,458	(\$10,199)	(\$8,140)	(\$16,206)
Other Public	4	\$78,720	\$108,657	\$108,657	(\$14,765)	(\$14,655)	(\$14,405)
Other States	51	\$55,063	\$95,413	\$134,263	\$8,892	(\$1,411)	(\$40,011)
Private	65	\$88,671	\$110,359	\$137,718	(\$24,716)	(\$16,357)	(\$43,466)
All Responded	139	\$75,244	\$104,804	\$132,945	(\$11,289)	(\$10,802)	(\$38,693)
State of MN	55	\$63,955	\$94,002	\$94,252	NA	NA	NA

Table 6: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

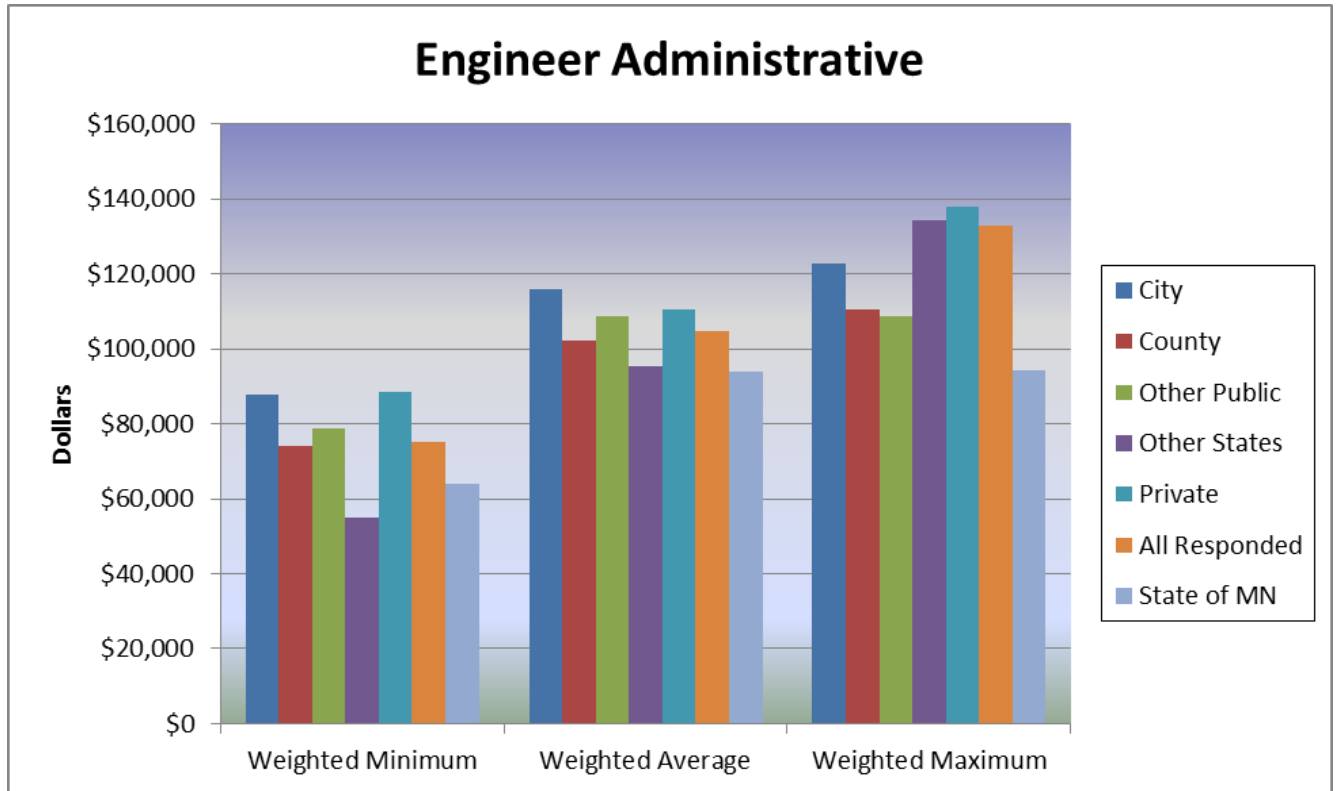


Figure 6: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineer Administrative” type positions.

Engineering Specialist- This position does not require a Bachelor degree, registration as a professional engineer or land surveyor. This is para-professional engineering work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	34	\$44,044	\$61,653	\$65,907	\$1,099	\$2,323	\$784
County	36	\$37,813	\$47,655	\$57,166	\$7,330	\$16,321	\$9,525
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	139	\$37,274	\$42,644	\$58,590	\$7,869	\$21,332	\$8,101
Private	16	\$48,917	\$56,013	\$63,749	(\$3,774)	\$7,963	\$2,942
All Responded	225	\$39,190	\$47,269	\$59,808	\$5,953	\$16,707	\$6,883
State of MN	182	\$45,143	\$63,976	\$66,691	NA	NA	NA

Table 7: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

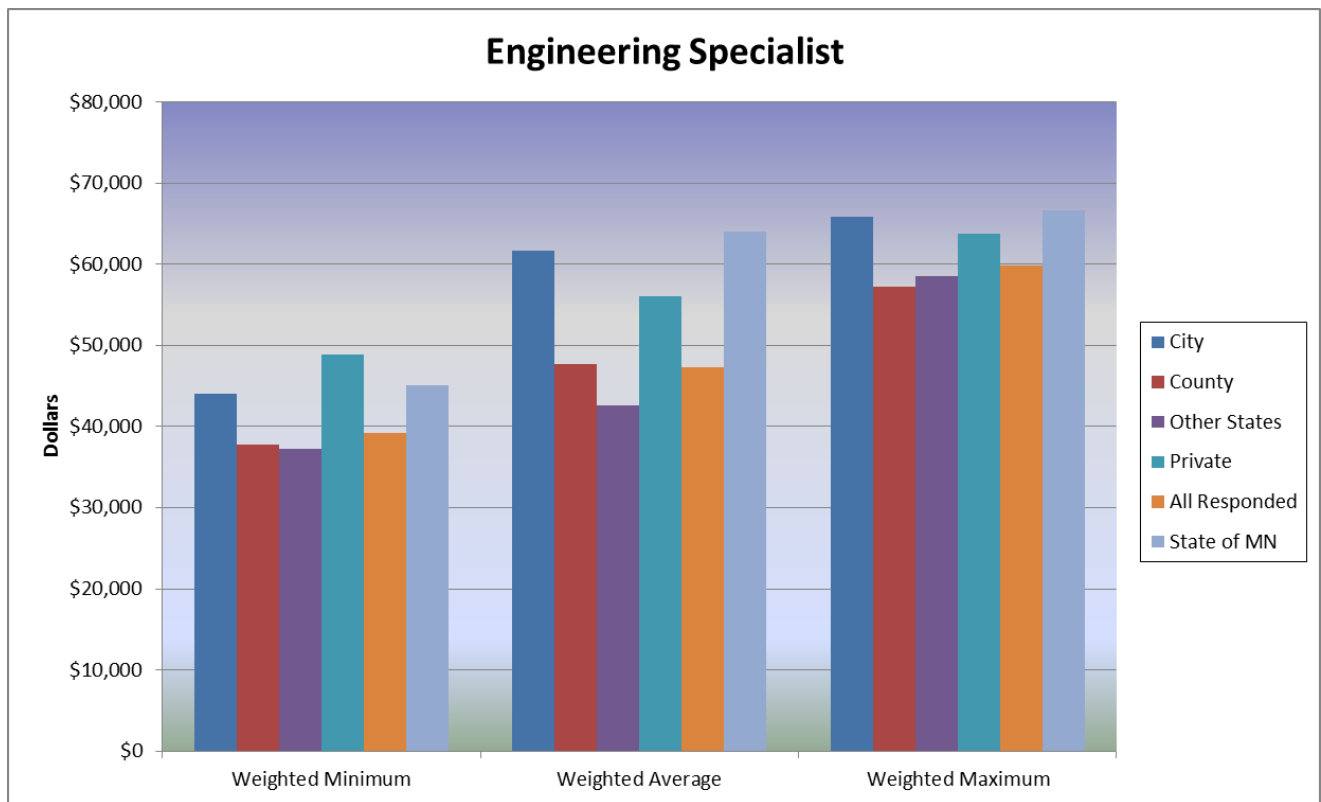


Figure 7: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineering Specialist” type positions.

Engineering Specialist Senior- This position does not require a Bachelor degree, registration as a professional engineer or land surveyor. This is advanced level para-professional engineering work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	17	\$57,191	\$72,853	\$77,101	(\$8,394)	(\$1,276)	(\$5,065)
County	55	\$45,687	\$61,332	\$66,854	\$3,110	\$10,245	\$5,182
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	217	\$46,615	\$53,761	\$74,116	\$2,182	\$17,816	(\$2,080)
Private	34	\$57,973	\$73,884	\$91,325	(\$9,176)	(\$2,307)	(\$19,289)
All Responded	323	\$48,181	\$58,173	\$74,841	\$616	\$13,404	(\$2,805)
State of MN	148	\$48,797	\$71,577	\$72,036	NA	NA	NA

Table 8: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

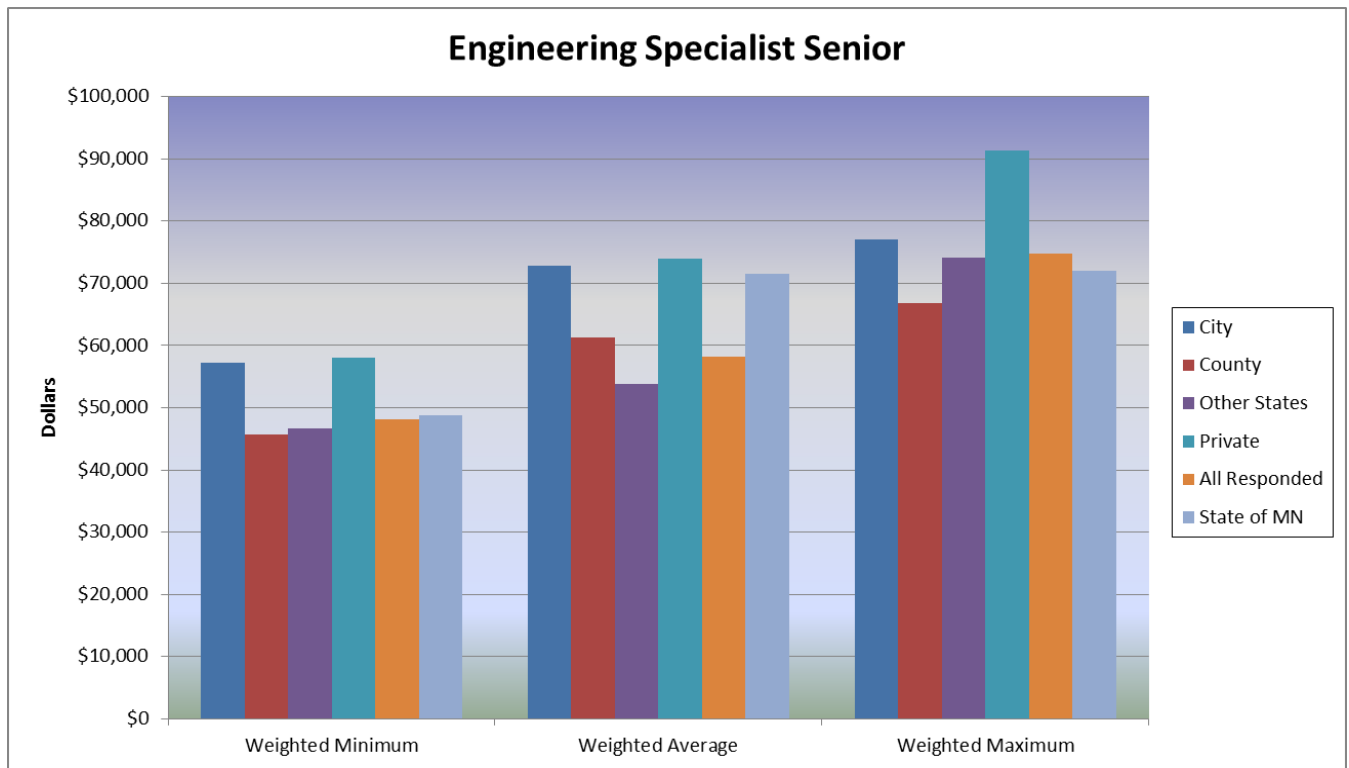


Figure 8: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Engineering Specialist Senior” type positions.

Land Surveyor Trainee- This position requires a Bachelor degree in Land Surveying. This is beginner-level Land Surveyor work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	NA	NA	NA	NA	NA	NA	NA
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	NA	NA	NA	NA	NA	NA	NA
Private	1	****	****	****	NA	NA	NA
All Responded	1	****	****	****	NA	NA	NA
State of MN	5	\$38,628	\$56,146	\$59,195	NA	NA	NA

Table 9: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted. **NOTE:** Since there was only one employee reporting in non-State of MN sectors, the information is being hidden for confidentiality purposes.

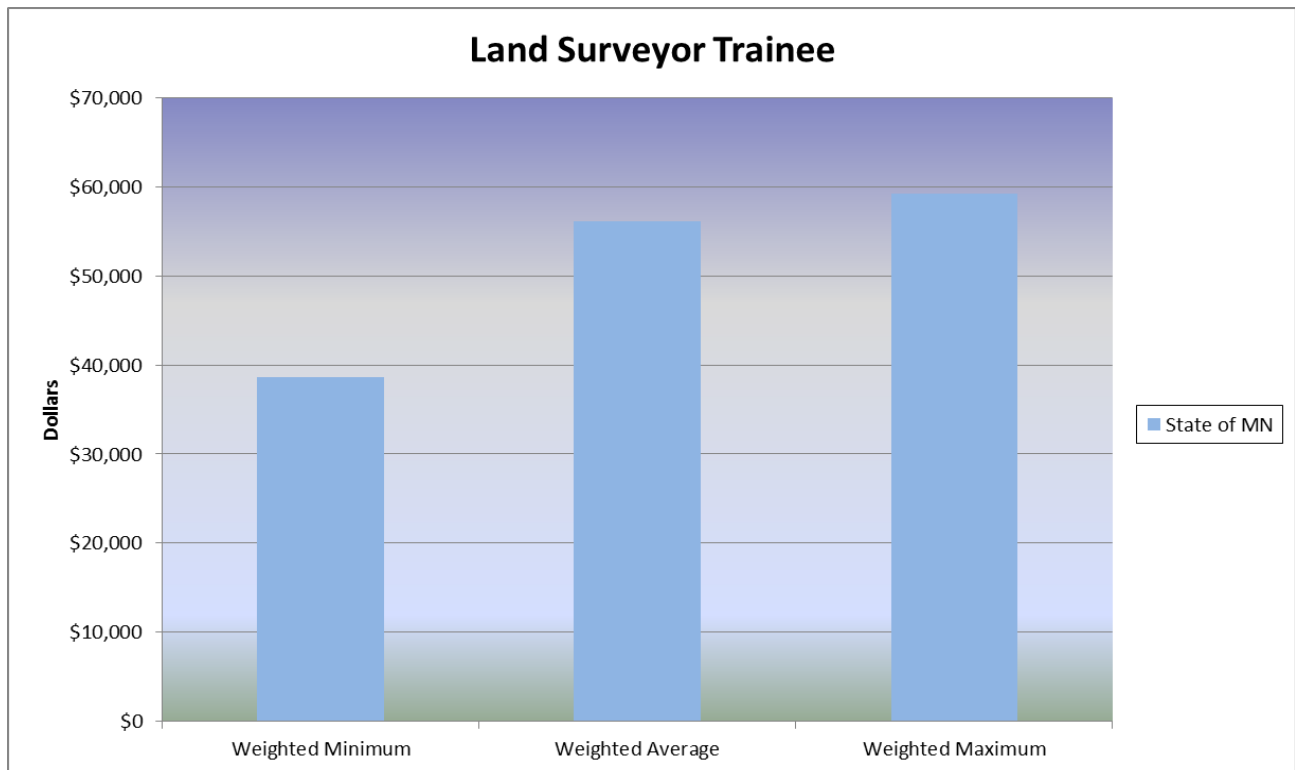


Figure 9: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Trainee” type positions.

Land Surveyor Senior- This position requires a Bachelor degree in Land Surveying and registration as a Professional Land Surveyor. This is the first level of professional land survey work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	8	\$50,782	\$63,252	\$69,473	\$1,919	\$4,942	\$6,259
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	21	\$42,245	\$48,468	\$66,786	\$10,456	\$19,726	\$8,946
Private	1	****	****	****	NA	NA	NA
All Responded	30	\$44,977	\$52,915	\$68,073	\$7,724	\$15,279	\$7,659
State of MN	33	\$52,701	\$68,194	\$75,732	NA	NA	NA

Table 10: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted. **NOTE:** Since there was only one employee reporting in the private sector, the information is being hidden for confidentiality purposes.

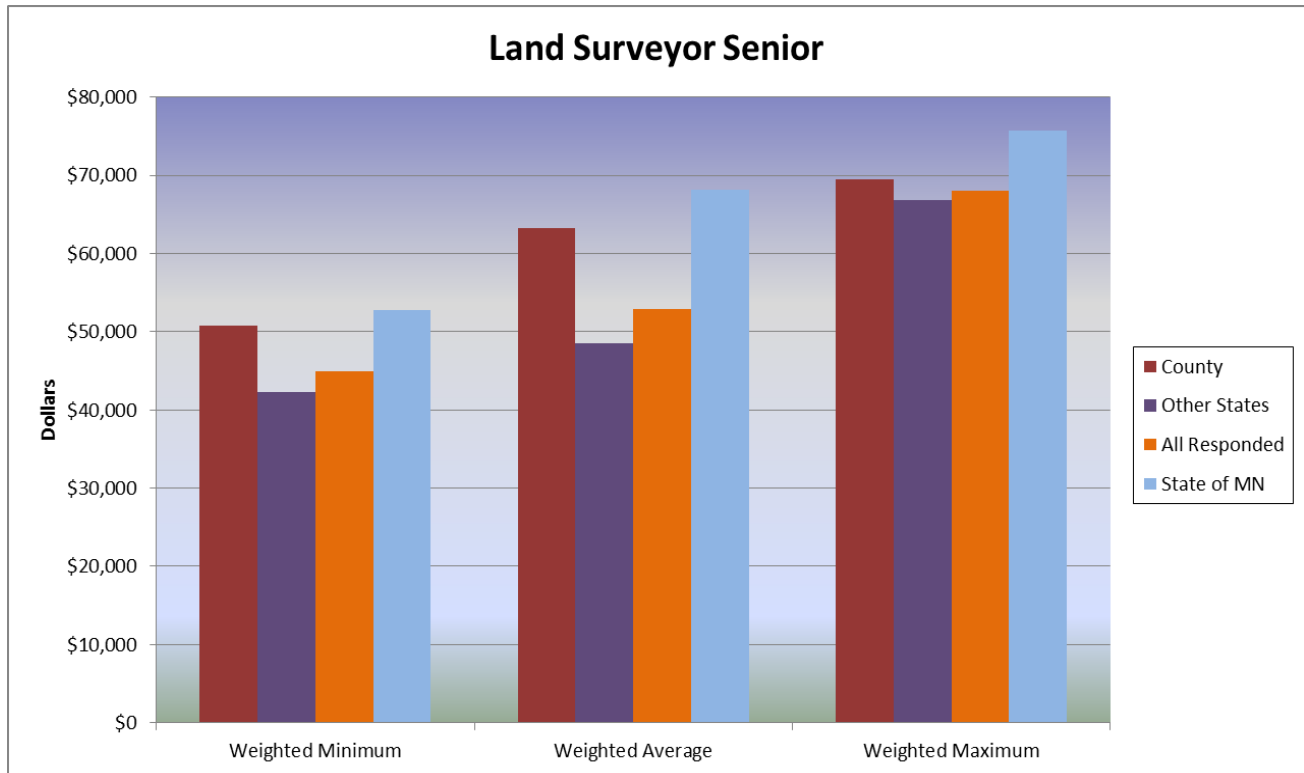


Figure 10: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Senior” type positions.

Land Surveyor Principal - This position requires a Bachelor degree in Land Surveying, registration as a Professional Land Surveyor and 2-5 years post registration surveying experience. This is advanced level or professional land survey work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	5	\$56,658	\$70,163	\$82,739	\$303	\$14,902	\$2,326
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	6	\$50,649	\$54,434	\$81,136	\$6,312	\$30,631	\$3,929
Private	4	\$70,936	\$74,490	\$82,985	(\$13,975)	\$10,575	\$2,080
All Responded	15	\$58,062	\$65,025	\$82,163	(\$1,101)	\$20,040	\$2,902
State of MN	12	\$56,961	\$85,065	\$85,065	NA	NA	NA

Table 11: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

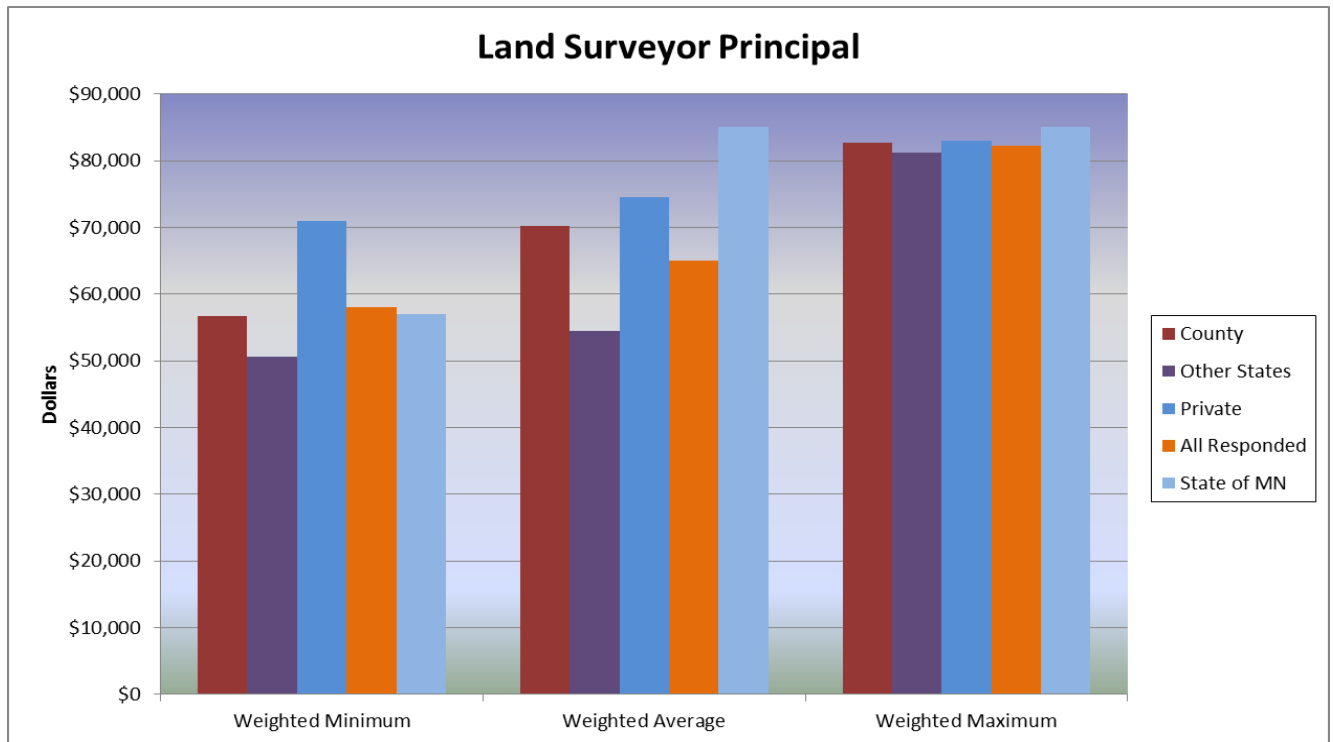


Figure 11: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Principal” type positions.

Land Surveyor Administrative- This position requires a Bachelor degree in Land Surveying, registration as a Professional Land Surveyor and 5-10 years post registration surveying experience. This is the highest level professional land surveying work.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	1	xxxx	xxxx	xxxx	NA	NA	NA
County	3	\$64,335	\$82,965	\$95,429	(\$380)	\$11,287	(\$1,177)
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	NA	NA	NA	NA	NA	NA	NA
Private	2	\$90,700	\$92,456	\$111,050	(\$26,745)	\$1,797	(\$16,798)
All Responded	6	\$73,517	\$87,679	\$100,109	(\$9,562)	\$6,573	(\$5,857)
State of MN	3	\$63,955	\$94,252	\$94,252	NA	NA	NA

Table 12: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted. **NOTE:** Since there was only one employee reporting in the city sector, the information is being hidden for confidentiality purposes.

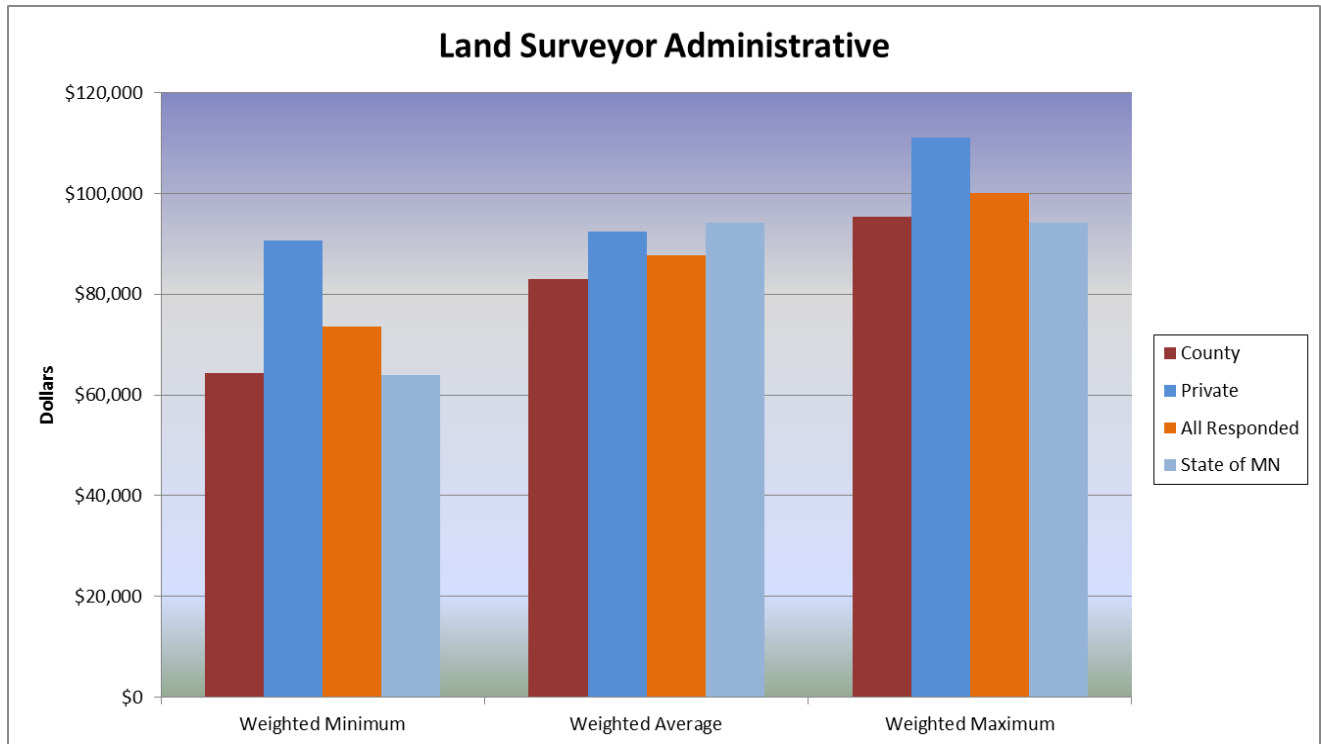


Figure 12: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Land Surveyor Administrative” type positions.

Radio Engineer 1- This position requires a first class Federal radio-telephone license. This person performs professional radio engineering work developing extension of the present radio system including engineering, cost studies and installation inspections, develops new radio communication systems and supervises system maintenance.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	6	\$41,946	\$53,947	\$59,803	\$3,197	\$3,901	\$6,888
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	NA	NA	NA	NA	NA	NA	NA
Private	NA	NA	NA	NA	NA	NA	NA
All Responded	6	\$41,946	\$53,947	\$59,803	\$3,197	\$3,901	\$6,888
State of MN	10	\$45,143	\$57,848	\$66,691	NA	NA	NA

Table 13: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted.

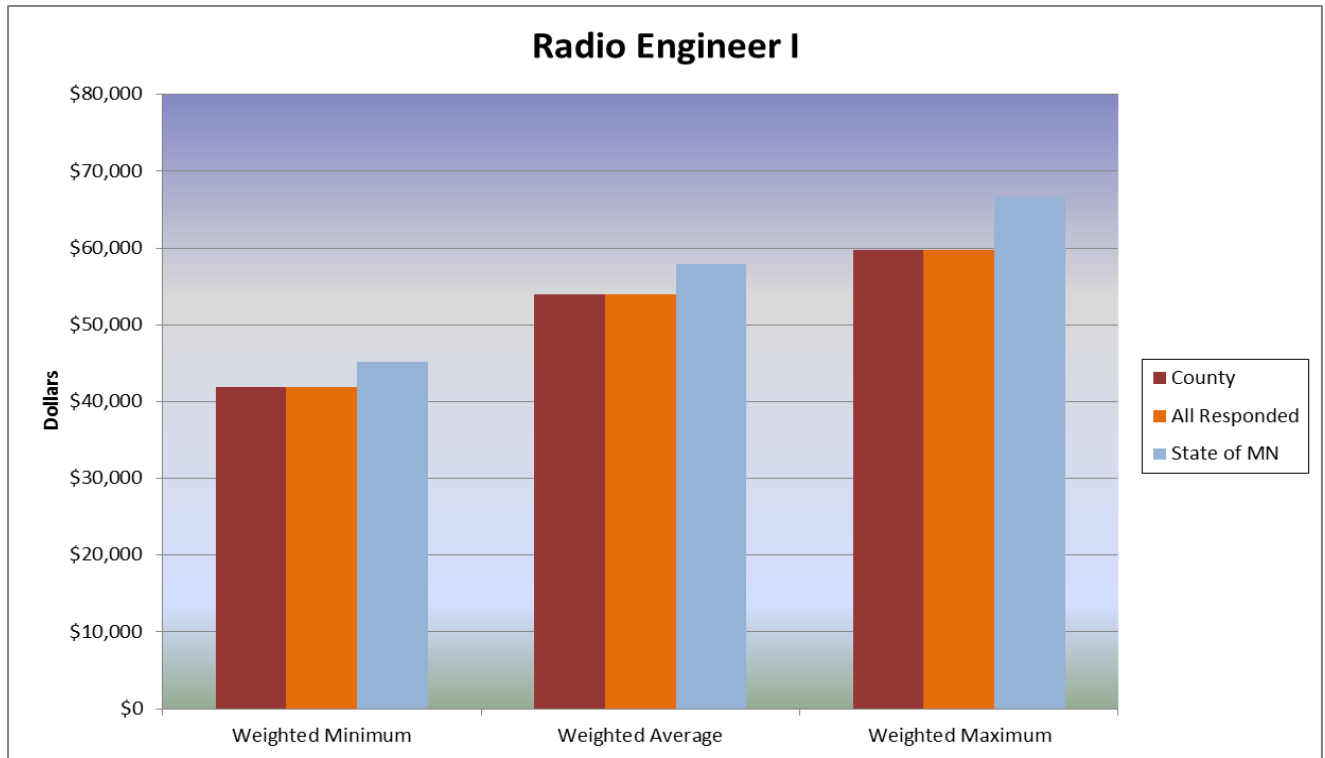


Figure 13: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Radio Engineer 1” type positions.

Radio Engineer II- This position requires a first class Federal radio-telephone license. This person performs professional radio engineering work with primary responsibility for the design, implementation or direction of maintenance of a statewide radio communications system for various departments.

Sector	# Employees Represented	Weighted Minimum	Weighted Average	Weighted Maximum	Difference-Minimum	Difference-Average	Difference-Maximum
City	NA	NA	NA	NA	NA	NA	NA
County	1	xxxx	xxxx	xxxx	xxxx	xxxx	xxxx
Other Public	NA	NA	NA	NA	NA	NA	NA
Other States	NA	NA	NA	NA	NA	NA	NA
Private	NA	NA	NA	NA	NA	NA	NA
All Responded	1	xxxx	xxxx	xxxx	xxxx	xxxx	xxxx
State of MN	7	\$52,701	\$75,732	\$75,732	NA	NA	NA

Table 14: Shows the number of employees in this class represented in the response, the weighted average of the minimum, average (not median), and maximum salary as well as the difference between Minnesota’s value and the values for each sector. It is important to note that the values reported for Minnesota averages are not weighted. **NOTE:** Since there was only one employee reporting in non-State of MN sectors, the information is being hidden for confidentiality purposes.

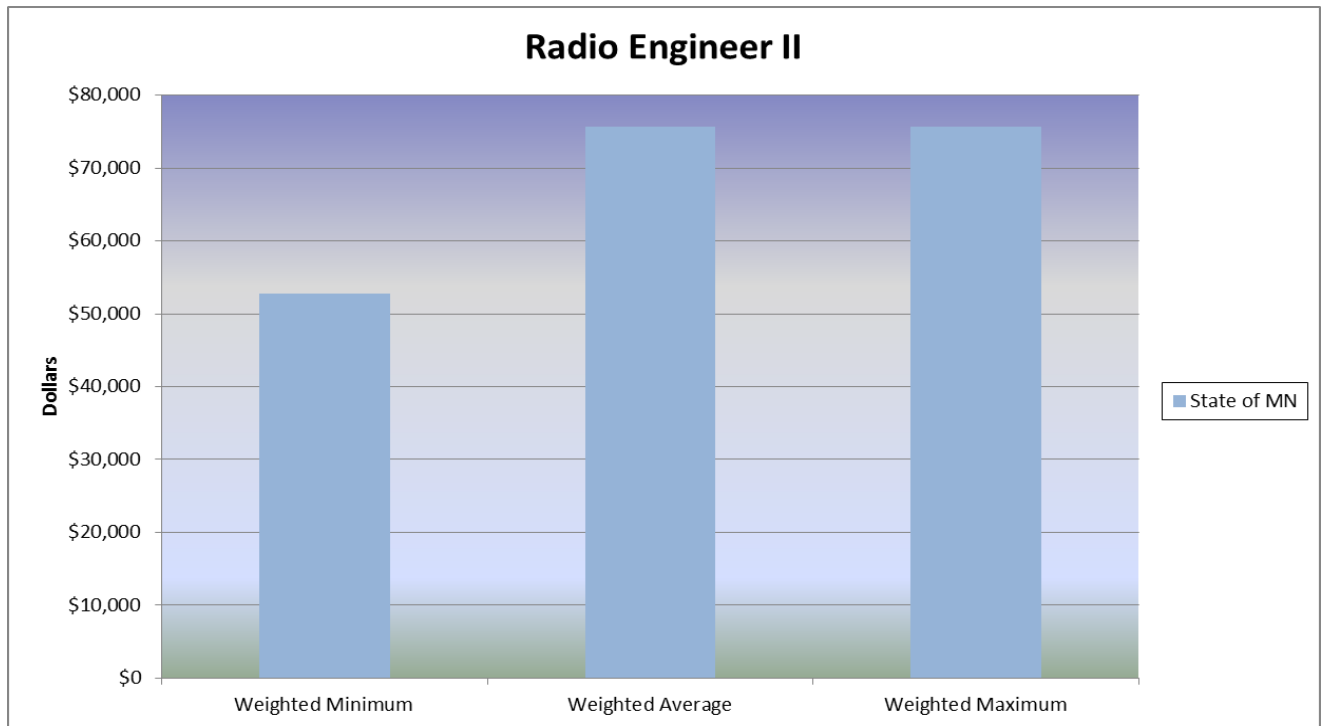


Figure 14: Shows the weighted average of the minimum, maximum, and average (not median) salary for “Radio Engineer II” type positions.

Direct Compensation- All Other

Average Base Pay Increases

Survey Question: “For your most recent twelve month period, please indicate the average amount of base pay increase as a percent. (Such increases may be due to COLA, Steps, Longevity, etc... that affect base pay)”

Sector	City	County	Other Public	Other States	Private	All Responded	State of MN
Engineer Trainee	2.00%	NA	2.50%	5.66%	3.66%	5.33%	3.95%
Engineer Graduate	2.00%	1.58%	2.50%	2.19%	4.10%	2.49%	3.95%
Engineer Senior	0.34%	2.75%	2.50%	0.98%	3.78%	1.25%	3.95%
Engineer Principal	0.41%	1.30%	2.50%	1.50%	2.32%	1.59%	3.95%
Administrative Engineer	0.59%	0.88%	1.50%	0.69%	2.43%	1.53%	3.95%
Engineering Specialist	0.07%	1.85%	NA	1.21%	3.92%	1.29%	3.95%
Engineering Specialist Senior	0.79%	1.51%	NA	0.58%	2.68%	0.93%	3.95%
Land Surveyor Trainee	NA	NA	NA	NA	3.00%	3.00%	3.95%
Land Surveyor Senior	NA	2.41%	NA	0.71%	3.00%	1.24%	3.95%
Land Surveyor Principal	NA	1.35%	NA	0.00%	4.10%	1.54%	3.95%
Radio Engineer I	NA	1.00%	NA	NA	NA	1.00%	3.95%
Radio Engineer II	NA	NA	NA	NA	NA	NA	3.95%

Table 15: Shows the weighted percentage by sector.

Overtime Pay

Survey Question: “Does your organization compensate for approved overtime hours over a standard work week for ‘exempt employees’ as defined by the Fair Labor Standards Act?”

Sector	No	Yes, straight time	Yes, time and one-half	Comment
City	4	3	1	1
County	4	1		2
Other Public			1	1
Other States			1	1
Private	3	5		
All Sectors	11	9	3	5
State of MN				1

Table 16: Shows the frequency of each response by sector.

Sector	Comment
City	The positions are non-exempt and receive overtime at time and a half.
County	Varies according to bargaining unit.
County	Must be approved in advance by Director of HR and County Manager.
Other Public	Limited number of departments administer some informal compensatory time off provision for exempt employees. It is not an organization-wide process.
Other States	Similar to State of MN: straight time overtime of comp time can be earned with prior approval of additional work hours.
State of MN	Exempt employees are responsible for managing and accounting for their own hours of work and must account for 80 hours each two week pay period. They may make adjustments in hours of work in subsequent work days and/or payroll periods. With prior approval they may receive straight overtime pay or accrue compensatory time.

Table 17: Shows the full comments of those who responded by choosing the “other” category, by sector.

Additional Compensation

Survey Question: “Does your organization provide additional compensation in addition to annual pay (not overtime)?”

Sector	No	Bonus	Profit Sharing	Achievement Awards or Performance Awards	Employer Paid Vacation	Tickets to Entertainment Events	Longevity or Experience	Other
City	7				1		2	
County	4			1				
Other Public	2							
Other States							1	1
Private	1	6	2	4	2			1
All Sectors	14	6	2	5	3		3	2
State of MN				1				

Table 18: Shows the frequency of each response by sector.

Sector	Other Comments
County	1% lump sum in addition to performance increase, and additional \$500 lump sum for superior performance.
Private	ESOP, 401K Matching
Other States	In 2012 implemented an unfunded merit compensation program, which may consist of base pay or lump sum (but limited to lump sums for employee not in pay broadbands). To date, only 5 employees in classifications covered by this survey have received a merit award.
State of MN	Achievement Awards - up to 35% of employees up to \$1,600 or a one step range adjustment (3.95%)

Table 19: Shows the full comments of those who provided additional information.

SUMMARY

Direct Compensation

All Respondents

Classification	# Employees Responded	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	210	37	(\$7,912)	(\$6,676)	(\$16,233)
Engineer Graduate	333	52	(\$9,966)	(\$9,820)	(\$20,574)
Engineer Senior	678	222	(\$5,959)	(\$2,644)	(\$15,415)
Engineer Principal	220	200	(\$1,920)	(\$784)	(\$18,583)
Administrative Engineer	139	55	(\$11,289)	(\$10,802)	(\$38,693)
Engineering Specialist	225	182	\$5,953	\$16,707	\$6,883
Engineering Specialist Senior	323	148	\$616	\$13,404	(\$2,805)
Land Surveyor Trainee	1	5	NA	NA	NA
Land Surveyor Senior	30	33	\$7,724	\$15,279	\$7,659
Land Surveyor Principal	15	12	(\$1,101)	\$20,040	\$2,902
Land Surveyor Administrative	6	3	(\$9,562)	\$6,573	(\$5,857)
Radio Engineer I	6	10	\$3,197	\$3,901	\$6,888
Radio Engineer II	1	7	NA	NA	NA

Table 20: Shows a summary of the difference of the State of Minnesota’s Minimum, Average (not median), and Maximum Salary and the respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

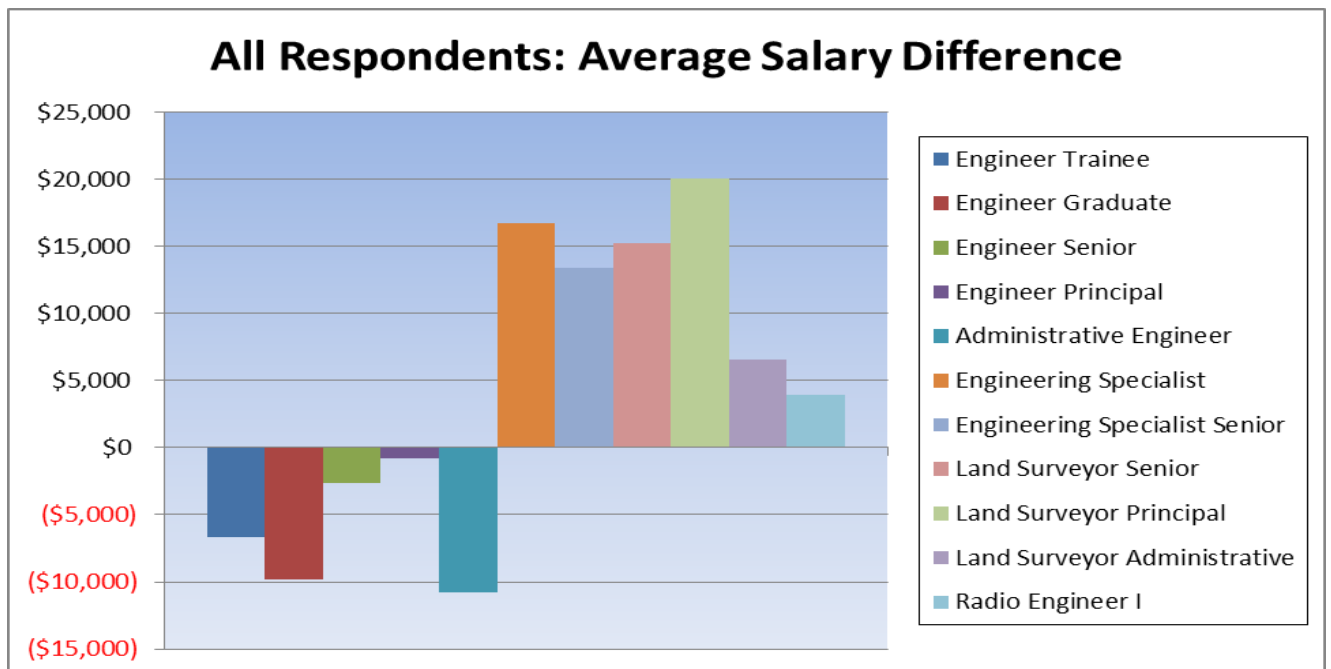


Figure 15: Shows a summary of the difference of the State of Minnesota’s Average (not median) Salary and the respondents Weighted Average (not median) for all job classes.

Public Sector

Classification	# Employees Responded	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	185	37	(\$7,563)	(\$6,407)	(\$18,236)
Engineer Graduate	280	52	(\$9,003)	(\$9,037)	(\$21,242)
Engineer Senior	620	222	(\$5,677)	(\$2,644)	(\$15,998)
Engineer Principal	164	200	\$3,865	\$1,654	(\$15,392)
Administrative Engineer	74	55	\$504	(\$5,856)	(\$34,500)
Engineering Specialist	209	182	\$6,701	\$17,377	\$7,186
Engineering Specialist Senior	289	148	\$1,772	\$15,252	(\$859)
Land Surveyor Trainee	NA	5	NA	NA	NA
Land Surveyor Senior	29	33	\$8,101	\$15,648	\$8,204
Land Surveyor Principal	11	12	\$3,580	\$23,481	\$3,201
Land Surveyor Administrative	4	3	(\$970)	\$8,962	(\$386)
Radio Engineer I	6	10	\$3,197	\$3,901	\$6,888
Radio Engineer II	1	7	****	****	****

Table 21: Shows a summary of the difference of the State of Minnesota's Minimum, Average (not median), and Maximum Salary and the average of the public sector respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

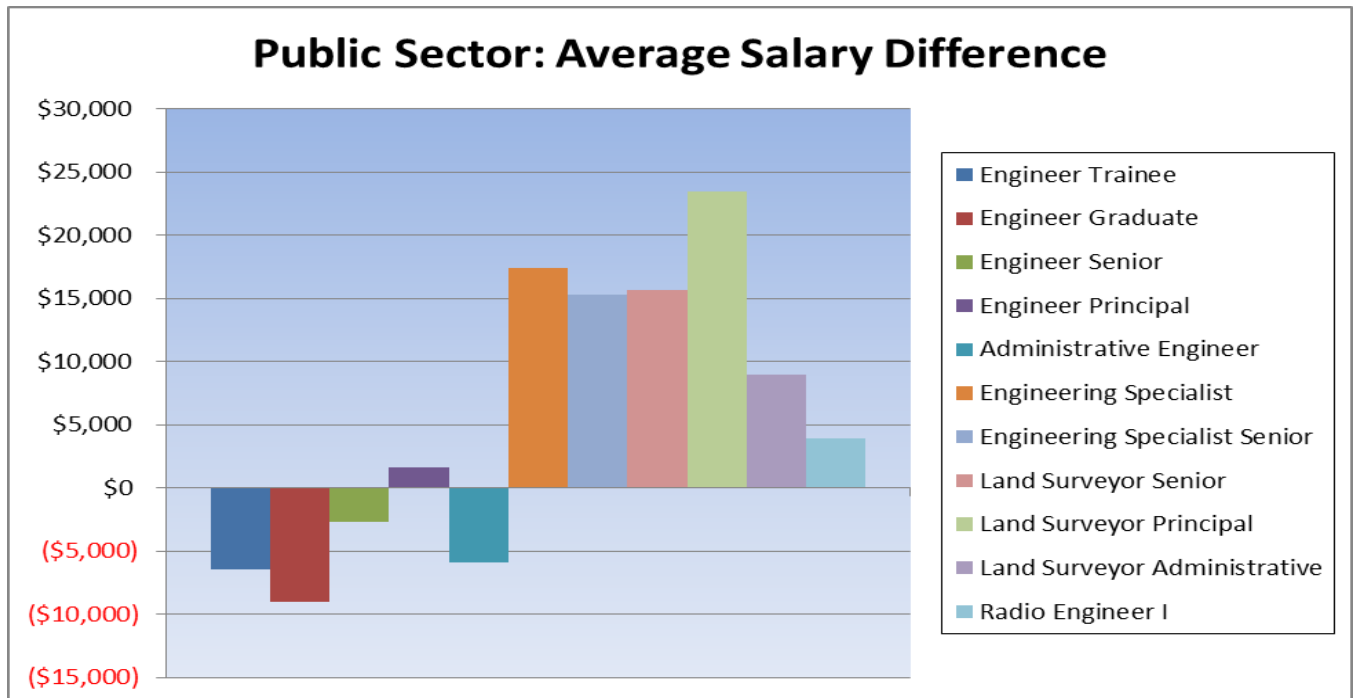


Figure 16: Shows a summary of the difference of the State of Minnesota's Average (not median) Salary and the public sector respondents Weighted Average (not median) for all job classes.

Private Sector

Classification	# Employees Responded	# of MN Employees	Difference-Minimum	Difference-Average	Difference-Maximum
Engineer Trainee	25	37	(\$10,495)	(\$8,672)	(\$1,404)
Engineer Graduate	53	52	(\$15,051)	(\$13,942)	(\$17,042)
Engineer Senior	58	222	(\$8,976)	(\$2,647)	(\$9,192)
Engineer Principal	56	200	(\$18,759)	(\$7,880)	(\$27,869)
Administrative Engineer	65	55	(\$24,716)	(\$16,357)	(\$43,466)
Engineering Specialist	16	182	(\$3,774)	\$7,963	\$2,942
Engineering Specialist Senior	34	148	(\$9,176)	(\$2,307)	(\$19,289)
Land Surveyor Trainee	1	5	****	****	****
Land Surveyor Senior	1	33	****	****	****
Land Surveyor Principal	4	12	(\$13,975)	\$10,575	\$2,080
Land Surveyor Administrative	2	3	(\$26,745)	\$1,797	(\$16,798)
Radio Engineer I	NA	10	NA	NA	NA
Radio Engineer II	NA	7	NA	NA	NA

Table 22: Shows a summary of the difference of the State of Minnesota’s Minimum, Average (not median), and Maximum Salary and the average of the private sector respondents Weighted Minimum, Weighted Average (not median), and Weighted Maximum Salary for all job classes.

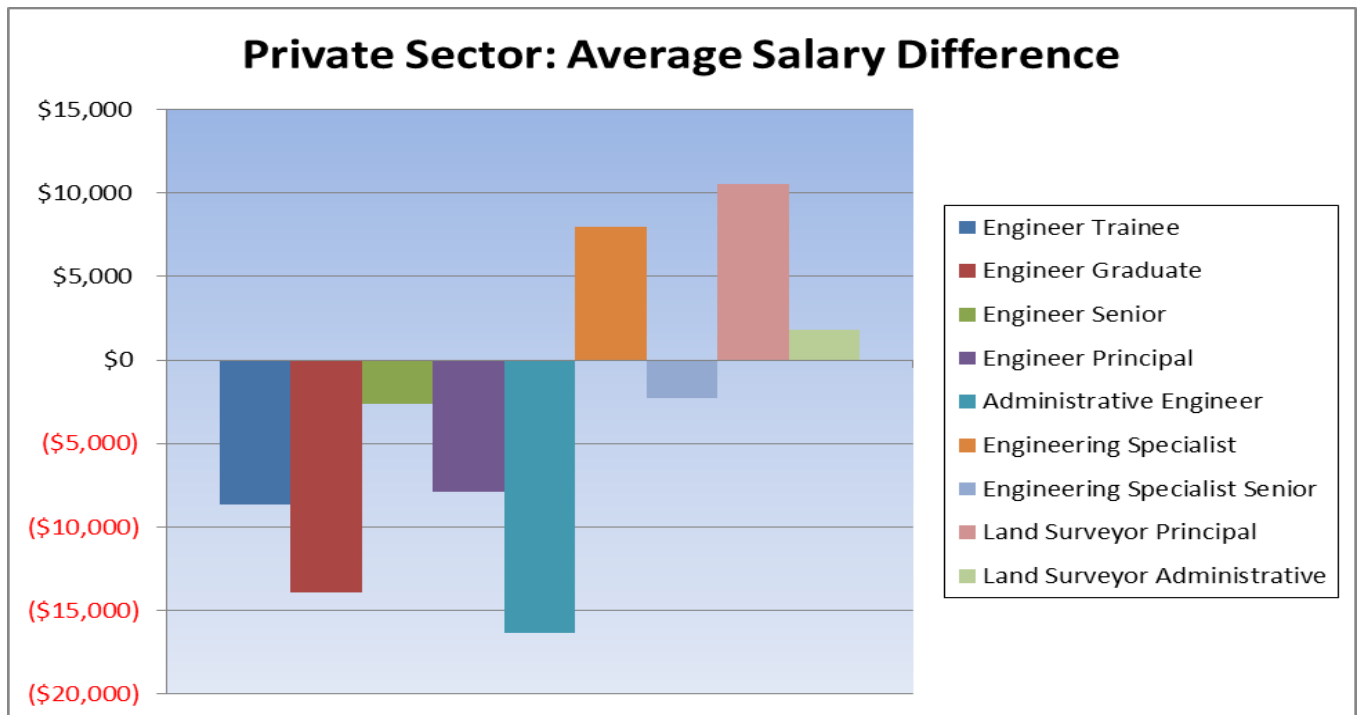


Figure 17: Shows a summary of the difference of the State of Minnesota’s Average (not median) Salary and the private sector respondents Weighted Average (not median) for all job classes.

END OF REPORT

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August 2013