

### Identity & Scope

**Legal Name:** Smith Engineering**Candidate / Employee:** John Smith**Effective Date:** 2025-09-16**Hours/week (FTE):** 40 (1.00 FTE)**As of:** December 2024**DBA Name:** —**Occupation (SOC):** Industrial Engineers (SOC 17-2112)**OEWS/MSA Year:** 2024**Payment Frequency:** Biweekly**EIN:** 12-3456789**Location (MSA):** Fort Wayne, IN (23060)**Benefits Markup:** 30%**Source Type:** MSA

### Compensation Percentiles

Percentile	Hourly	Annual (×2,080)	RSE
Entry (10th)	\$40.09	\$83,395	0.9%
<b>Junior (25th)</b>	<b>\$47.14</b>	<b>\$98,059</b>	<b>0.9%</b>
Mid (50th)	\$53.81	\$111,930	0.9%
Senior (75th)	\$64.56	\$134,277	0.9%
Top (90th)	\$82.33	\$171,236	0.9%

### HR Compensation Approval Context

**Department / Team:** Engineering**Hiring Manager:** John Smith**Job Level / Grade:** Associate II**Candidate Status:** New hire**Work Arrangement:** Onsite**Selected Market Positioning:** Junior (25th) benchmark**Approval rationale:**

Candidate showed excellent relationship skills through various interviews and skills assessments. Previous work history is strong, and candidate showed ability to manage people.

**Internal equity notes:**

New hire will be starting under Joan Smith with the expectation of taking over some of her direct reports and moving into a management role.

### Job Description & More BLS Information

- Analyze and optimize production processes, workflows, and facility layouts to maximize efficiency and reduce waste.
- Conduct time studies, capacity analysis, and line balancing to improve TAKT time and production throughput.
- Implement Lean Six Sigma methodologies to drive continuous improvement and cost-reduction initiatives.
- [Learn more: https://www.bls.gov/ooh/architecture-and-engineering/industrial-engineers.htm](https://www.bls.gov/ooh/architecture-and-engineering/industrial-engineers.htm)

\*The BLS Occupational Outlook Handbook link above contains more general BLS information for this occupation.

### Chosen Salary & Assumptions

**Base Pay:** \$105,000**Adjustments:**

Premium paid for strong candidate at the top end of our listed range.

### Methodology & RSE

Wage percentiles are from the U.S. Bureau of Labor Statistics **Occupational Employment and Wage Statistics (OEWS)** for the selected occupation and area. If enabled, a benefits markup is applied to estimate total employer cost. Hours/week are used to scale annual wages proportionally from the OEWS full-time baseline (40 hours/week).

90% CI ~ \$98,059 +/- 1.6 x (0.9% x \$98,059) -> [\$96,647, \$99,471]

### BLS Footnotes

1. Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
2. Annual wages have been calculated by multiplying the corresponding hourly wage by **2,080 hours**.
3. The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.

### Sources

- [BLS — Occupational Employment and Wage Statistics \(OEWS\)](#)
- [OEWS tables & documentation](#)
- [BLS — Occupational Outlook Handbook \(OOH\)](#)

PREVIEW