

2016 EAA National IT and Engineering Compensation Survey

(10222) Mechanical Engineer II (Experienced)

Second of five levels of mechanical engineering. Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems. The job typically requires an engineering degree and 1+ years of experience or a master's degree and less than 1 year of experience. Work primarily is involved with the development or improvement of actual products or designs. Work may include creation of previously non-existent products or modification of existing products, including product line extensions. Work includes selection and testing of materials, ingredients or components that will be suitable for the product. Work may include responding to a customer request for a particular product or design. The typical cycle includes conceptualizing, developing prototypes, testing and perfecting designs. These engineers appropriately apply engineering principles and concepts. They are able to draw solutions from both formal training and experience. Work is varied in nature. Under general direction, they plan and perform engineering duties for part of a major project or for projects of moderate complexity. They may provide work direction to technicians and less experienced engineers.

	# of Orgs # of Emp		Base Pay					Variable Pay						Total Compensation						
			Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual			Target			Un-Wtd Avg	Wtd Avg	P25	Median	P75
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg %					
Total Responses	103	1,318	\$71,838	\$70,701	\$63,012	\$69,757	\$76,881	62	215	46	140	\$5,145	33	155	6.3%	\$73,800	\$72,379	\$63,501	\$70,451	\$79,309
Industry																				
Natural Resources / Mining	1	18	-	-	-	-	-	1	18	1	18	-	1	18	-	-	-	-	-	-
Utilities	2	3	-	-	-	-	-	0	0	0	0	-	0	0	-	-	-	-	-	-
Construction	3	4	-	-	-	-	-	2	3	2	3	-	1	2	-	-	-	-	-	-
Non-Durable Goods Manufacturing	11	47	\$75,027	\$76,330	\$70,790	\$75,048	\$81,636	8	42	8	42	\$5,881	5	34	10.6%	\$78,659	\$82,297	\$74,237	\$81,926	\$89,071
Durable Goods Manufacturing	70	201	\$69,900	\$70,698	\$62,770	\$69,768	\$77,073	43	120	29	53	\$4,508	22	79	4.8%	\$71,650	\$71,887	\$63,501	\$70,000	\$77,628
Wholesale Trade	1	1	-	-	-	-	-	0	0	0	0	-	0	0	-	-	-	-	-	-
Professional / Business Services	10	41	\$71,607	\$70,801	\$64,593	\$70,000	\$76,416	6	28	4	21	-	3	20	-	\$73,436	\$73,152	\$66,289	\$72,857	\$79,261
Services, not elsewhere classified	4	7	-	-	-	-	-	2	4	2	3	-	1	2	-	-	-	-	-	-
Public Administration	1	996	-	-	-	-	-	0	0	0	0	-	0	0	-	-	-	-	-	-
Sales/Operating																				
Under \$25 Million	34	77	\$70,382	\$70,427	\$64,074	\$68,737	\$76,463	21	46	15	28	\$3,740	9	19	4.2%	\$72,016	\$71,788	\$65,277	\$71,870	\$77,147
\$25 to \$99.9 Million	39	103	\$73,120	\$72,193	\$64,000	\$70,416	\$78,594	26	74	20	46	\$3,668	14	58	5.9%	\$75,087	\$73,832	\$64,009	\$72,716	\$80,000
\$100 to \$249.9 Million	9	25	\$69,778	\$70,675	\$63,317	\$70,453	\$77,454	5	12	4	7	-	3	4	-	\$73,122	\$73,957	\$63,317	\$70,453	\$79,438
\$250 Million and Over	10	1,062	\$74,272	\$74,225	\$65,632	\$75,007	\$82,750	6	54	3	30	-	5	53	7.4%	\$77,007	\$77,035	\$65,792	\$78,979	\$86,051
Asset Size																				
# of FTE																				
1 to 99 Employees	32	71	\$71,275	\$70,111	\$62,381	\$68,000	\$76,199	20	47	16	34	\$3,507	10	27	5.7%	\$72,817	\$71,790	\$65,229	\$70,400	\$78,000
100 to 499 Employees	55	152	\$71,183	\$71,593	\$64,044	\$70,435	\$76,990	34	93	25	55	\$4,804	16	54	5.3%	\$73,339	\$73,331	\$64,975	\$71,685	\$78,216
500 to 999 Employees	4	8	-	-	-	-	-	0	0	0	0	-	0	0	-	-	-	-	-	-
1,000 or more Employees	12	1,087	\$73,934	\$73,228	\$65,000	\$72,543	\$81,074	8	75	5	51	\$8,115	7	74	7.2%	\$76,778	\$76,005	\$65,169	\$76,034	\$85,287
Profit Status																				
For Profit	95	296	\$71,669	\$72,379	\$64,962	\$71,750	\$78,528	59	196	44	138	\$5,192	30	136	6.7%	\$73,774	\$74,800	\$65,907	\$73,746	\$82,387
Not For Profit	5	23	\$75,541	\$76,035	\$72,818	\$77,899	\$80,346	2	17	1	1	-	2	17	-	\$75,601	\$76,067	\$72,818	\$77,899	\$80,346
Public Sector	3	999	-	-	-	-	-	1	2	1	1	-	1	2	-	-	-	-	-	-

