

2023 National IT & Engineering Compensation Survey

(10221) Mechanical Engineer I (Associate)

First of five levels of mechanical engineering. The job typically requires a bachelor's degree in engineering and less than 1 year of experience, or equivalent. Performs engineering duties in planning and designing tools, engines, machines, and other mechanical equipment. Oversees installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems. Work primarily is involved with the development or improvement of products or designs. May include creation of previously non-existent products or modification of existing products, including product line extensions. Generally 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. This is an entry-level position and requires knowledge and understanding of basic concepts and procedures. These engineers use established policies and procedures to complete work assignments. Work is somewhat routine with detailed instructions. Work is performed under close supervision. Engineers may be assigned an element of a project or well-defined tasks.

	# 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	60	157	\$72,134	\$71,921	\$65,875	\$71,200	\$77,920	43	116	35	99	\$3,394	14	24	5.3%	\$74,166	\$74,062	\$67,747	\$73,748	\$80,421
Geographic Area																				
Great Lakes Region	53	139	\$72,163	\$72,117	\$67,500	\$71,750	\$78,000	39	107	32	91	\$3,460	14	24	5.3%	\$74,302	\$74,382	\$68,094	\$73,748	\$80,500
Illinois	5	16	\$71,499	\$71,528	\$68,475	\$70,000	\$76,411	5	16	4	12	-	2	5	-	\$74,748	\$75,039	\$70,073	\$76,356	\$79,329
Minnesota	8	26	\$72,122	\$72,101	\$65,685	\$73,407	\$79,238	5	21	4	17	-	1	2	-	\$73,571	\$74,140	\$68,260	\$74,841	\$82,388
Ohio	18	52	\$74,158	\$73,405	\$67,711	\$71,950	\$80,452	13	35	13	35	\$3,401	0	0	-	\$76,882	\$75,642	\$70,002	\$73,748	\$83,510
Wisconsin	23	45	\$70,704	\$70,684	\$65,000	\$68,800	\$75,173	17	35	12	27	\$3,169	11	17	5.3%	\$72,381	\$72,577	\$66,946	\$71,750	\$77,496
Metropolitan Statistical Area																				
Chicago-Naperville-Joliet, IL-IN-WI	5	16	\$71,499	\$71,528	\$68,475	\$70,000	\$76,411	5	16	4	12	-	2	5	-	\$74,748	\$75,039	\$70,073	\$76,356	\$79,329
Cincinnati-Middletown, OH-KY-IN	14	45	\$72,647	\$71,874	\$65,620	\$71,950	\$79,242	8	22	8	22	\$3,046	0	0	-	\$74,544	\$73,197	\$65,735	\$73,748	\$82,005
Milwaukee-Waukesha-West Allis, WI	16	35	\$73,126	\$72,513	\$67,990	\$71,200	\$77,546	12	28	9	24	\$3,214	8	12	6.0%	\$75,018	\$74,673	\$69,862	\$74,482	\$79,000
Minneapolis-St. Paul-Bloomington, MN-WI	8	24	\$72,540	\$72,719	\$67,750	\$74,084	\$79,305	4	18	3	15	-	1	2	-	\$73,746	\$74,642	\$67,919	\$75,894	\$82,416
Size of Organization																				
25 to 49 Employees	8	10	\$70,601	\$71,582	\$64,677	\$68,322	\$81,250	5	6	4	5	-	0	0	-	\$71,924	\$73,200	\$65,000	\$73,332	\$81,625
50 to 74 Employees	9	19	\$75,177	\$74,625	\$69,186	\$76,164	\$78,867	6	15	5	12	\$5,226	1	2	-	\$78,212	\$77,572	\$70,600	\$76,440	\$82,218
75 to 99 Employees	5	10	\$63,766	\$63,704	\$59,923	\$64,955	\$68,040	5	10	5	9	\$2,066	2	4	-	\$65,593	\$65,419	\$60,997	\$66,438	\$70,503
100 to 199 Employees	12	35	\$74,265	\$74,048	\$70,000	\$71,950	\$78,208	8	27	7	24	\$4,674	3	5	-	\$77,055	\$76,733	\$73,022	\$74,791	\$81,701
200 to 499 Employees	16	43	\$73,684	\$72,347	\$65,000	\$71,610	\$79,349	11	26	9	22	\$3,601	4	8	-	\$75,545	\$74,192	\$67,500	\$73,526	\$83,643
Industry																				
Durable Goods Manufacturing	48	117	\$71,871	\$71,517	\$65,750	\$70,133	\$76,669	37	87	30	71	\$3,634	13	23	5.4%	\$74,038	\$73,723	\$67,996	\$73,748	\$79,543
Total Annual Gross Revenue																				
\$0 to \$24.9 Million	19	35	\$71,092	\$72,513	\$65,000	\$72,283	\$80,000	13	25	10	22	\$3,298	2	3	-	\$72,480	\$74,709	\$68,551	\$75,580	\$82,053
\$25 to \$49.9 Million	11	29	\$72,485	\$72,886	\$67,501	\$70,000	\$78,250	8	22	7	19	\$3,979	3	5	-	\$75,095	\$75,535	\$67,752	\$75,000	\$82,126
\$50 to \$99.9 Million	10	19	\$73,540	\$73,638	\$67,995	\$73,200	\$79,196	8	17	5	10	\$4,410	2	4	-	\$75,518	\$75,603	\$68,416	\$76,587	\$79,964
\$100 to \$249.9 Million	14	43	\$74,097	\$71,788	\$67,897	\$71,950	\$73,500	9	28	9	26	\$4,181	4	7	-	\$76,921	\$74,058	\$68,575	\$73,748	\$79,688
\$250 Million and Over	6	31	\$67,863	\$66,653	\$64,979	\$65,750	\$71,072	5	24	4	22	-	3	5	-	\$69,122	\$67,607	\$64,979	\$66,521	\$72,257
Profit Status																				
For Profit	56	152	\$71,840	\$71,843	\$65,813	\$71,680	\$77,960	40	112	32	96	\$3,438	11	20	5.5%	\$73,935	\$74,015	\$67,625	\$73,748	\$80,460