

## 2022 National IT & Engineering Compensation Survey

### (10159) Engineering Project Manager (R&D)

Leads cross-functional teams charged with developing new products. The job typically requires a Bachelor's degree in a technical or scientific field and 5+ years of technical product development experience. Typically reports to an engineering or R&D director. Concepts may originate in a marketing or sales area or from working directly with customers. Works with management to gather necessary resources to facilitate project work and sets project timelines. Leads project planning/update meetings and monitors the progress of project team members on assignments. Develops and manages the project budget. Coordinates testing to ensure reliability of products and works with sales and field service staff to ensure that end-users are satisfied.

	# 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 %					
<b>Total Responses</b>	51	410	\$114,594	\$104,153	\$82,761	\$99,422	\$120,283	38	209	33	198	\$13,946	23	59	11.7%	\$121,498	\$110,874	\$86,610	\$105,815	\$128,393
<b>Geographic Area</b>																				
<b>Great Lakes Region</b>	46	154	\$111,870	\$106,005	\$88,978	\$103,972	\$122,619	34	124	29	113	\$10,986	22	55	11.6%	\$118,276	\$114,045	\$94,010	\$111,859	\$129,399
Illinois	7	12	\$109,917	\$113,401	\$96,542	\$116,125	\$136,616	6	11	5	10	\$8,595	4	8	-	\$116,867	\$120,294	\$97,322	\$131,773	\$139,841
Minnesota	9	31	\$108,815	\$114,171	\$99,796	\$116,885	\$122,612	7	23	6	21	\$7,760	6	21	9.5%	\$114,833	\$119,201	\$107,099	\$119,443	\$129,621
Wisconsin	28	108	\$112,723	\$103,624	\$85,574	\$98,826	\$122,787	21	90	18	82	\$11,403	12	26	13.1%	\$119,575	\$111,645	\$90,880	\$106,906	\$127,482
<b>Size of Organization</b>																				
50 to 74 Employees	6	7	\$118,532	\$117,996	\$102,423	\$114,780	\$125,301	4	5	3	3	-	2	2	-	\$121,413	\$120,589	\$102,963	\$114,780	\$128,114
100 to 199 Employees	15	27	\$114,758	\$113,870	\$95,524	\$110,000	\$125,829	12	23	11	20	\$9,491	6	12	15.0%	\$120,152	\$120,901	\$106,623	\$119,040	\$138,420
200 to 499 Employees	13	36	\$105,070	\$103,099	\$86,124	\$96,720	\$124,546	10	24	8	21	\$8,988	6	16	11.9%	\$111,166	\$108,199	\$90,150	\$103,763	\$126,416
500 to 999 Employees	5	24	\$137,880	\$134,813	\$122,035	\$133,034	\$159,841	4	17	3	16	-	4	17	-	\$151,310	\$146,444	\$125,989	\$139,325	\$176,922
1,000+ Employees	7	63	\$126,155	\$110,944	\$85,704	\$113,311	\$118,509	5	58	5	56	\$15,203	4	9	-	\$141,510	\$121,303	\$92,329	\$116,822	\$135,502
<b>Industry</b>																				
Durable Goods Manufacturing	39	146	\$111,218	\$105,797	\$88,494	\$103,605	\$122,417	29	117	24	106	\$10,134	17	47	11.1%	\$116,241	\$113,165	\$94,382	\$111,262	\$127,038
Non-Durable Goods Manufacturing	6	11	\$136,170	\$132,465	\$118,022	\$128,467	\$157,760	6	11	6	11	\$21,410	5	10	14.7%	\$158,206	\$153,876	\$135,754	\$152,602	\$177,568
<b>Total Annual Gross Revenue</b>																				
\$0 to 24.9 Million	9	11	\$107,823	\$109,335	\$94,008	\$112,413	\$138,588	5	7	5	7	\$11,445	5	7	11.3%	\$113,998	\$117,110	\$94,425	\$118,851	\$138,667
\$25 to 49.9 Million	10	15	\$114,951	\$112,047	\$95,524	\$110,000	\$125,000	7	11	5	6	\$4,631	2	2	-	\$117,348	\$113,742	\$96,624	\$110,000	\$130,473
\$50 to 99.9 Million	17	48	\$118,961	\$112,651	\$91,097	\$111,866	\$125,728	14	36	11	32	\$12,408	8	25	12.7%	\$127,082	\$120,688	\$100,177	\$122,289	\$138,591
\$100 to 249.9 Million	7	101	\$101,763	\$102,704	\$85,412	\$107,103	\$116,865	7	59	7	59	\$5,842	5	17	10.5%	\$107,902	\$107,837	\$90,507	\$113,068	\$125,873
\$250 Million and Over	8	235	\$123,710	\$103,034	\$81,904	\$95,172	\$113,866	5	96	5	94	\$20,064	3	8	-	\$135,152	\$113,379	\$91,461	\$105,811	\$125,020
<b>Profit Status</b>																				
For Profit	50	244	\$114,562	\$101,596	\$82,348	\$97,308	\$117,994	37	170	32	159	\$10,145	23	59	11.7%	\$121,469	\$108,811	\$88,113	\$106,139	\$125,998
<b>Metropolitan Statistical Area</b>																				
Chicago-Naperville-Joliet, IL-IN-WI	6	11	\$107,403	\$111,538	\$91,518	\$112,242	\$137,468	5	10	4	9	-	3	7	-	\$111,345	\$116,016	\$93,138	\$117,126	\$138,393
Milwaukee-Waukesha-West Allis, WI	18	72	\$115,169	\$111,263	\$92,152	\$108,528	\$132,645	14	67	10	59	\$9,424	7	9	10.4%	\$119,658	\$117,804	\$97,000	\$114,551	\$133,903
Minneapolis-St. Paul-Bloomington, MN-WI	7	29	\$115,621	\$116,916	\$112,117	\$117,016	\$123,072	5	21	4	19	-	4	19	-	\$120,351	\$121,233	\$112,976	\$120,267	\$130,257