
64th Annual 2009 Utah Compensation Survey

This survey collected wage data on 185 positions including: general clerical and office; professional office and administrative; maintenance; warehouse, wholesale, and transportation; production; banking and insurance; health care; office and administrative management; production and warehouse management; engineering and scientific; drafting/design; technician; and information technology positions. (See reverse side for listing of positions).

Also contained in this report is supplemental compensation information including 2009 projected and 2008 actual salary budget increases, entry-level rates, leadworker premium rates, shift premium rates, turnover rates, and absenteeism rates. Published: May 2009

2008-2009 Executive Compensation Survey

This report consists of the average salaries and bonuses for 15 executive positions. The data was collected from Utah employers in October 2008. Information is reported by gross sales volume, years in position, and (for the two top executive positions) percentage of stock owned. Executive perquisites or "perks" are also surveyed. Published: December 2008

2008-2009 Policy & Benefit Practices Survey

This unique survey includes over 300 questions covering a full range of personnel policies and benefit practices of Utah employers. The report is tabulated for three employee classifications (Production, Maintenance, and Service; Office, Clerical, and Technical; and Exempt Supervisory, Managerial, and Professional) within two industries (Manufacturing and Non-manufacturing) and three employment breakdowns (1-99; 100-499; and 500+).

Policy practices surveyed include: work schedules, shift differentials, alternative work arrangements, overtime, recruiting, drug & alcohol screening, dress standards, plus holiday, vacation, and sick pay. Benefit practices surveyed include: medical insurance, short-term and long-term disability insurance, cafeteria plans, 401(k) plans, pension plans, retiree benefits, and part-time employee benefits, and many more. Published: September 2008 (next publication 2010)

2010 National Pay Trends Survey

This 16th annual compensation planning survey reports projected 2010 compensation budget increases from about 4,000 nation-wide employers including Utah employers. National and local economic trends (including 2010 inflation projections), collective bargaining information, and extensive historical wage data are also included. Published: October 2009

2009 National HR Metrics Survey

This exclusive publication reports on 12 key metrics, from 530 participants, that help you link HR activities more directly to business Return On Investment. Metrics include cost per hire, absence and turnover rates, time to fill jobs, total compensation as a percentage of revenue, and many more. Quantifying the impact of HR activities on the bottom line helps you speak the language of business and illustrate the value of HR. Calculating and sharing HR metrics aligned with your organization's key measures can add significant value. Published: May 2009

2009 National Information Technology & Engineering Compensation Survey

Co-sponsored by our sister employer associations and The Employers Council, this survey contains compensation data as well as policies and practices for over 130 IT and 25 engineering job classifications from 1500 participating employers nation-wide. Published: September 2009

2008-2009 National Sales Compensation & Practices Survey

Co-sponsored by our sister employer associations and The Employers Council, this 19th annual survey contains compensation data and practices for 21 positions from over 750 participating employers nation-wide. The survey spans a full sales force from executives to inside sales and customer service. The survey is available in electronic and paper format. Published: February 2009

**See Reverse Side for Order Form and Positions
Visit Our Website for More Information**

Survey Positions

64th Annual 2009 Utah Compensation Survey

CLERICAL & OFFICE

Accounting Clerk, Level I
Accounting Clerk, Level II
Administrative Assistant
Billing Clerk
Bookkeeper
Credit and/or Collection Clerk
Customer Service Representative, Level I
Customer Service Representative, Level II
Data Entry Clerk
Desktop Publisher
File Clerk
General Office Clerk, Level I
General Office Clerk, Level II
Mail Clerk
PBX Telephone Operator
Payroll Clerk
Receptionist
Secretary, Level I
Secretary, Level II
Secretary, Executive

PROFESSIONAL, OFFICE & ADMIN.

Accountant, Cost
Accountant, Level I
Accountant, Level II
Auditor
Buyer
Contract Administrator
Financial Analyst
Graphic Artist
Human Resource Assistant
Human Resources Administrator
Marketing Specialist
Public Relations Specialist
Purchasing Agent
Purchasing Assistant
Technical Writer
Training Specialist

MAINTENANCE

Automotive Mechanic (Maintenance)
Diesel Mechanic
Janitor
Maintenance Carpenter
Maintenance Electrician
Maintenance Machinist
Maintenance Mechanic
Maintenance Worker
Security Guard

WAREHOUSE, WHOLESALE, & TRANSPORTATION

Dispatcher
Forklift Operator
*Freight Agent
Inside Salesperson - Wholesale Department
Inspector, Quality Assurance (Receiving)
Inventory Clerk (Material Control Clerk/Storekeeper)
Order Checker
Order Clerk
Order Filler
Packer
Receiving Clerk
Shipping Clerk
Shipping and Receiving Clerk
Shipping Clerk, Head
Stockroom Clerk
Truck Driver -Light (Local)
Truck Driver - Medium (Local)
Truck Driver - Heavy (Local)
Truck Driver - Long Haul (Over-the-road)
Warehouse Worker

PRODUCTION

Assembler, Repetitive (Electronic)
Assembler, Semi-repetitive (Electronic)
Assembler, Precision (Electronic)
Assembler, Repetitive (Mechanical)
Assembler, Semi-repetitive (Mechanical)
Assembler, Precision (Mechanical)
Expediter
Helper
Inspector, Quality Assurance (Manufacturing)
Laborer
Master Scheduler
Metal Fabricator (Layerout)
Production Machine Operator (Oper. Only)
Production Machine Operator (Set-up & oper.)
Production Machine Operator, CNC/NC
Production Machinist
Production Painter
Production Planner
Production Worker
Tool and Die Maker
Welder

BANKING & INSURANCE

Branch Manager, Level II
Claims Adjuster
Installment Loan Collector
*Installment Loan Interviewer
*Loan Office, Mortgage

Loan Officer, Consumer
Mortgage Loan Closer
Mortgage Loan Processor
Proof Machine Operator
Teller
Teller, Head
Underwriter

*Underwriter, Manager

HEALTH CARE

Registered Nurse (RN)
*Licensed Practical Nurse (LPN)
Industrial Nurse
*Occupational Therapist
*Staff Physician
*Nursing Supervisor
*Nurses' Aide
Medical Assistant
*Radiology Technologist
*Pharmacist
*Pharmacy Technician
*Physician's Assistant
*Lab Technician (MLT)
*Medical Records Clerk
*Medical Transcriptionist
Medical Insurance Biller
*Social Worker (MSW)

OFFICE, & ADMINISTRATIVE

Accounting Manager
Accounting Supervisor
Credit Manager
Customer Service Manager
Engineering Manager
Human Resource Manager, Level I
Human Resource Manager, Level II
Information Systems Manager
Marketing Manager
Office Manager
Purchasing Manager
Research & Development Manager
Safety Manager
Sales Manager
Technical Service Manager
Traffic Manager

PRODUCTION & WAREHOUSE MGMT

General Foreman
Maintenance Superintendent
Maintenance Supervisor
Manufacturing Manager
Plant/Production Superintendent
Project Manager, Level I
Project Manager, Level II
Quality Assurance Manager

Supervisor, First Line (Unskilled Employees)
Supervisor, First Line (Semi-skilled Employees)
Supervisor, First Line (Skilled Employees)
Warehouse Superintendent
Transportation Manager
ENGINEERING & SCIENTIFIC
Chemist
Chemical Engineer
Civil Engineer, Level II
Design Engineer
Electrical Engineer, Level I
Electrical Engineer, Level II
Mechanical Engineer, Level I
Mechanical Engineer, Level II
Manufacturing Engineer, Level I
Manufacturing Engineer, Level II
Project Engineer, Level II
Project Engineer, Level III
Quality Control Engineer

DRAFTING/DESIGN

Designer, Product
Drafter, Design
Drafter, Detail
Drafter, Layout

TECHNICIAN

Customer Service Technician
Document Control Clerk
Electronic Technician, Level I:
Electronic Technician, Level II:
Engineering Technician
Field Service Technician, Level I
Field Service Technician, Level II
*Hardware Technician
Laboratory Technician, Level I
Laboratory Technician, Level II
Methods & Process Technician
Quality Control Technician

INFORMATION TECHNOLOGY

Computer Operator
Computer Programmer, Level I
Computer Programmer, Level II
Computer Systems Analyst, Level I
Computer Systems Analyst, Level II
Data Base Administrator
Help Desk Specialist
Local Area Network Administrator
Personal Computer Specialist
Software Engineer
Webmaster/Internet Designer

*Insufficient Data

We offer a significant discount to participating firms - Contact the Council office for participant price

No. Ordered	Survey	Member Price ☐	Non-Member Price ☐
	2009 64 th Annual Utah Compensation Survey	\$215 + 14.73 tax \$229.73	\$435 + 29.80 tax \$464.80
	2008-2009 Executive Compensation Survey	\$159 + 10.89 tax \$169.89	\$315 + 21.58 tax \$336.58
	2010 National Pay Trends Survey	\$89 + 6.10 tax \$95.10	\$169 + 11.58 tax \$180.58
	2008-2009 Policy & Benefit Practices Survey	\$199 + 13.63 tax \$212.63	\$399 +27.13 tax \$426.33
	2009 National HR Metrics Survey	\$69 + 4.73 tax \$73.73	Not Available
	2009 National Information Technology & Engineering Compensation Survey	\$195+13.36 tax \$208.36	\$635 + 43.50 tax \$678.50
	2008-2009 National Sales Compensation & Practices Survey	\$185+12.67 tax \$197.67	\$625 + 42.81 tax \$667.81

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Mailing Address: _____ City/State/Zip _____

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Credit card number _____ Expiration date _____ Total Amount \$ _____

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