

2011 66th Annual Utah Compensation Survey

For 66 years running, The Council has provided employers with accurate, current local wage data. With nearly 200 Utah companies participating, our report provides reliable benchmark data. Our survey covers 185 positions (listed on reverse side) with data breakouts per position by company size, geographic area, job match, industry and revenue size. The report also contains supplemental compensation information including 2011 projected and 2010 actual salary increases, lead worker premium rates, shift premium rates, turnover rates, and absenteeism rates. Data Effective: *February 2011* **Published: May 2011**

2011 National Executive Compensation Survey

To best position your organization to attract and keep top CEO and executive talent you need to know what other employers are paying. This survey provides a comprehensive source of pay data for 46 executive-level positions gathered from 1,875 organizations. Compensation data for each position is displayed as base salary, cash bonus/incentive payment, targeted incentive as percentage of base salary, other cash compensation, and total compensation with breakouts per position by sales volume, employer size, industry, organization type (public vs private), and 21 geographic areas. In addition to cash compensation, this report summarizes data for a variety of benefits and perquisites for both manufacturing and non-manufacturing organizations. A unique feature of this survey is the reporting of information on stock ownership by executives, especially for privately held organizations. Data Effective: *January 2011* **Published: May 2011**

2010-2011 Utah Policy & Benefit Practices Survey

This one-of-a-kind survey includes critical data covering a full range of human resource policies and benefit practices of Utah employers. Some of the policy practices surveyed include: work schedules, shift differentials, alternative work arrangements, overtime, recruiting, drug & alcohol screening, dress standards, 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, part-time employee benefits, and many more. The report presents the data using three employee job classifications (*Production, Maintenance, and Service; Office, Clerical, and Technical; and Supervisory, Managerial, and Professional*); within two industry segments (*Manufacturing and Non-manufacturing*); four employment sizes (*1-99 employees; 100-249 employees; 250 - 499 employees; and 500 + employees*); and overall Total Responses by employee job classification. **Published: September 2010 (next publication September 2012)**

2011-2012 National & Utah Regional Salary Budget Survey

When setting wage increases for 2012, it is important for you to have the most reliable information at your fingertips. This is especially critical with an uncertain economy. This survey contains data from nearly 4,000 employers nationwide including 81 Utah employers reporting their actual salary budget increases for 2011 and projected increases for 2012. National and Utah economic trends (including Consumer Price Index, inflation projections, cost-of-living comparisons, and Economic Cost Indices), collective bargaining information, and Utah historic wage data are also included. **Published: October 2011 (next publication October 2012)**

2011 National IT & Engineering Compensation Survey

This robust survey report provides the current data you need to attract, retain, and motivate key information technology and engineering talent. Comprehensive national data from 1,300 organizations for approximately 180 jobs (93 engineering & 87 information technology) is provided on base salaries, bonus/incentive eligibility & actual bonus payments, total compensation, as well as salary ranges. The salary reports show the available compensation data broken out by industry, sales volume/annual operating budget, asset size, employer size, profit status (for profit, non-profit, public sector) as well as geographic areas and individual states (including UT). Data effective: May 2011 **Published: September 2011**

2010-2011 National Sales Compensation & Practices Survey

This comprehensive survey contains up-to-date compensation, benefits, practices, and expense allowance information from 700+ U.S. companies for 21 positions spanning a full sales force from executive to inside sales and customer service. The salary report shows base pay, variable pay and total compensation by compensation strategy broken out by gross sales volume, industry, geographic region, employer association, & customer type (to whom the salesperson sells). Data effective: October 2010 **Published: January 2011**

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

2011 66th Annual Utah Compensation Survey-- Positions

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, WHOLESAL, & TRANSPORTATION

Dispatcher
Forklift Operator
Freight Agent
Inside Salesperson - Wholesale Department
Inspector, Quality Assurance (Receiving)
Inventory Clerk (Material 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 Officer, 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 & ADMIN. MANAGEMENT

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

Survey	Member Price	Non-Member Price
2011 66 th Annual Utah Compensation Survey	\$270 + 18.50 tax= \$288.50	\$590 + 40.42 tax= \$630.42
2011 National Executive Compensation Survey	\$260 + 17.81 tax= \$277.81	\$575 + 39.39 tax= \$614.39
2010-2011 Policy & Benefit Practices Survey	\$225 + 15.41 tax= \$240.41	\$455 + 31.17 tax= \$486.17
2011-2012 National & Utah Regional Salary Budget Survey	\$115 + 7.88 tax= \$122.88	\$215 + 14.73 tax= \$229.73
2011 National IT & Engineering Compensation Survey	\$255 + 17.47 tax= \$272.47	\$655 + 44.87 tax= \$699.87
2010-2011 National Sales Compensation & Practices Survey	\$215 + 14.73 tax= \$229.73	\$655 + 44.87 tax= \$699.87

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Name as Shown on Card _____ Signature _____