

63rd Annual 2008 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 2008 projected and 2007 actual salary budget increases, entry-level rates, leadworker premium rates, shift premium rates, absenteeism rates, and turnover rates. Published: May 2008

2007-2008 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 2007. 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. *(See reverse side for listing of positions).* Published: November 2007

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)

2008-2009 National Pay Trends Survey

This 15th annual compensation planning survey reports projected 2009 compensation budget increases from about 4,000 nation-wide employers including Utah employers. National and local economic trends (including 2009 inflation projections), collective bargaining information, and extensive historical wage data are also included. Published: September 2008

2008 National HR Metrics Survey

This exclusive publication reports on 12 key metrics, from 640 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: April 2008

2008 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 24 engineering job classifications. Includes the survey report in paper and CD format. Published: September 2008

2007-2008 National Sales Compensation & Practices Survey

Co-sponsored by our sister employer associations and The Employers Council, this 18th annual survey contains compensation data and practices for 21 positions that span a full sales force from executives to inside sales and customer service. Survey is available in electronic and paper format. Published: February 2008

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

Survey Positions

63rd Annual 2008 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

2007-2008 Executive Compensation Survey

Chief Executive Officer
 Chief Operating Officer
 Chief Financial/Accounting Officer
 Chief Operations Executive
 Chief Administrative Executive
 Chief Research & Development Exec.
 Chief Engineering Executive
 Chief Data Processing/Info. Sys. Executive
 Chief Human Resource Executive
 Chief Quality Control Executive
 Chief Sales Exec. (Foreign/Domestic Mkts)
 Chief Marketing Executive (Excluding Sales)

*Insufficient Data

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

No. Ordered	Survey	Member Price <input type="checkbox"/>	Non-Member Price <input type="checkbox"/>
	2008 63 rd Annual Utah Compensation Survey	\$205 + 13.94 tax \$218.94	\$415 + 28.22 tax \$443.22
	2007-2008 Executive Compensation Survey	\$149 + 10.13 tax \$159.13	\$299 + 20.33 tax \$319.33
	2008-2009 National Pay Trends Survey	\$65 + 4.42 tax \$69.42	\$160 + 10.88 tax \$170.88
	2008-2009 Policy & Benefit Practices Survey	\$199 + 13.58 tax \$212.53	\$399 + 27.13 tax \$426.13
	2008 National HR Metrics Survey	\$59 + 3.95 tax \$62.95	Not Available
	2008 National Information Technology & Engineering Compensation Survey	\$185+12.58 tax \$197.58	\$625 + 42.50 tax \$667.50
	2007-2008 National Sales Compensation & Practices Survey	\$175+11.90 tax \$186.90	\$595 + 40.46 tax \$635.46

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Return Order Form To:

The Employers Council

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