

# THE EMPLOYERS Council



## 64<sup>TH</sup> 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.

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

### 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

\*Insufficient Data

### 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

*We offer a significant discount to participating firms (participants listed on reverse side) - Contact the Council for participant price.*

Number Ordered	Survey	Member Price	Non-Member Price	Paper Copy	Electronic Copy
	64 <sup>th</sup> Annual 2009 Utah Compensation Survey	\$215 + 14.73 tax \$229.73	\$435 + 29.80 tax \$464.80		

Name of Recipient: \_\_\_\_\_ Email: \_\_\_\_\_  
Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_ City/State/Zip \_\_\_\_\_  
Bill me  (**members only**) Payment enclosed  Charge credit card Visa  MasterCard  American Express   
Credit card number \_\_\_\_\_ Expiration date \_\_\_\_\_ Total Amount \$ \_\_\_\_\_  
Name as Shown on Card \_\_\_\_\_ Signature \_\_\_\_\_

### Return Order Form To:

The Employers Council 175 WEST 200 SOUTH, SUITE 2005 ~ SALT LAKE CITY, UTAH 84101 ~ PHONE: 801.364.8479 ~ FAX: 801.364.8915 ~ [WWW.ECUTAH.ORG](http://WWW.ECUTAH.ORG)

**64<sup>th</sup> Annual 2009 Utah Compensation Survey  
List of Participants**

A&K Railroad	Futura Industries	Ogden Weber Comm Action Prog
Albion	G & K Services	Orbit Irrigation
Amer Sports Winter & Outdoor	G S C Foundries	Otto & Sons Industries
American Welding & Tank	Gastronomy Inc.	Overland West
AMT Labs	GBGH Holdings - Tesco Williamsen	Parker Hannifin - Ogden
APEX Staffing LLC	Graymont Western	Parker Hannifin - SLC
Aribex	Gunther's Comfort Air	Payson Fruit Growers
Aspen Distrubtion	H.A. Folsom & Associates	Penco Products
Associated Food Stores	H.C. Brill Company	Petersen Inc.
B D Medical	Hoj Engineering & Sales	Petzl America
Bard Access Systems	Holly Corp.	Phone Directories Co.
Bear River Mutual Ins.	Horizon Credit Union	Planned Parenthood
Beehive Credit Union	Hoyt Archery Co.	Prime Machine Inc.
Beehive Inc.	ICON Health & Fitness	Quartzdyne a Dover Company
Blanchard Metals	Intermountain Farmers Association	Questar Corporation
Blue Stakes of Utah	Intermountain Lift Inc.	R M Plus
Box Elder County Credit Union	Interpace Holdings	Ralcorp Frozen Bakery Products
Brush Resources	J T Steel	Redman Van & Storage
Buehner Block	Jacobsen Construction	S K F Polyseal
Bullfrog International	Jerry Seiner	Salt Lake Brewing Co.
Burrelle's	Johnson Matthey	Savage Companies
C D I Media	Jordan Valley Water	Secure Alert
C.R. England	Kellogg - Clearfield Plant	Sii MegaDiamond
Cambric Corp.	Kenworth Sales Co.	Snowbird
Campbell Scientific Inc.	Kimball Equipment Company	Sonic Innovations
Cargill Salt	Kimberly -Clark	Spillman Technologies
Cascade Windows	Komatsu Equipment Co.	Staker & Parson Co.
Central Valley Water	K-Tec Inc.	Stampin' Up!
Cirris Systems Corp.	L-3 Communications	Star Foundry & Machine
Clark's Quality Roofing	LeBus	Sun Optics
Clyde Companies	Longview Fibre Paper & Packaging	Sun Products Corp.
Collision Safety Engineering	Lorraine Press	Sweet Candy Co.
Community Health Centers	Lynrus Aluminum Products	THB Inc.
Control4	Mack Insurance Marketing	Thermo King
Conveyors & Equipment	Magna Water	Trebor International Inc.
Cookietree Bakeries	Major Drilling	Utah County
Copper Hills Youth Center	Making Memories	Utah Retirement Systems
D F G Inc.	Mark Steel Corporation	Utah Safety Council
D M C Mining Services	Marko Foam Products	Utah Transit Authority
Dannon Company	May Foundry & Machine	Utah Valley University
Davis Printing	Metropolitan Water District	Utility Trailer Mfg.
Deseret Mutual	Modus Link	Varian Medical Systems
Deseret Power	Modyne Machining & Mfg.	Wescor Inc.
DuPont Authentication	Moog Medical Devices (ZEVEX)	WesTech Engineering
E. Excel LLC	Motion Control	Westinghouse Western Zirconium
Easton Technical Products	Mountain West Small Business Fin.	Westroc Inc.
Eimco Water Technologies	MOXTEK Inc.	Williams International
EM-Assist	Myriad Genetics Inc.	Won-Door Corporation
Ernest F. Mariani Co.	National Filter Media	Workers' Compensation Fund
Fire Engineering Co. Inc.	Nature's Sunshine Products	Young Electric Sign Company
First West Benefit Solutions	Nelson-Ricks Creamery	Zero Manufacturing
Fluor Industrial	O.C. Tanner Co.	Zions Bank
Fresenius Medical Care	Oakdell Egg Farms	Zions Securities

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