



For 66 years running, The Council has provided employers with accurate, current local wage data. Nearly 200 companies participated this year. Our survey covers 185 benchmark jobs (listed below) with data breakouts covering 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, leadworker premium rates, shift premium rates, turnover rates, and absenteeism rates. Published: May 2011

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 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

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
	2011 66 th Annual Utah Compensation Survey	\$270 + tax = \$288.50	\$590 + tax = \$630.42

How would you like to receive the survey?	Electronic Format <input type="checkbox"/>	Paper Format <input type="checkbox"/>
	Email address:	

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 _____

2011 66th Annual Utah Compensation Survey - List of Participants

A&K Railroad Materials, Inc.	Dyno Nobel	Mack Insurance Marketing	Snowbird Corporation
Albion	Easton Technical Products	Maggie Sottero Designs	South Davis Sewer District
Altaview Concrete	EM Assist	Magna Water District	Spillman Technologies
Amer Sports Winter & Outdoor	Envision Engineering, PC	Major Drilling America, Inc.	Staker Parson Companies
American Nutrition Inc	Ernest F. Mariani Company	Making Memories Wholesale	Stampin' Up!
AMT Labs	Fetzer Architectual Woodwork	Malt-O-Meal	Star Machine Foundry
Aribex, Inc.	Fire Engineering Co. Inc.	Mark Steel Corporation	Sun Products Corporation
Arnold Machinery Company	Frank Edwards Company	Marko Foam Products	Sutter Physician Services
ARUP Laboratories	Fresenius Medical Care	Matco Tools	Sweet Candy Company
Aspen Logistics, Inc.	Futura Industries	Materion Natural Resources	Tech-Steel, Inc.
Associated Food Stores	G&K Services, Inc.	May Foundry & Machine Co.	The Wencor Group
Association for Utah	Gastronomy, Inc.	Metropolitan Water District of	Thermo King Intermountain
Community Health	Geneva Rock	Salt Lake & Sandy	Trebor International
Bach Corporation	Graymont Western US Inc. -	Modyne Machining &	Ultradent Products, Inc.
Backcountry.com	Central Southern	Manufacturing	URS Corporation (Formally
Bard Access Systems	Graymont Western US Inc. -	Moog Inc., Salt Lake	EG&G Defense Materials)
Bear River Mutual Insurance	Wasatch	Operations	US Magnesium
Beijer Electronics, Inc.	GSC Foundries	Moog Medical Devices Group	US Synthetic Corporation
Blanchard Metals Processing	Gunthers, Inc.	Motion Control, Inc.	Utah Community Reinvestment
Blendtec	HA Folsom & Associates, Inc.	Mountain West Small Business	Corporation
Blue Stakes of Utah	Hammerton, Inc.	Finance	Utah Power Credit Union
Notification Center	Hexcel Corporation	MultiLing Corporation	Utah Transit Authority
Boman & Kemp Manufacturing	Hoj Engineering & Sales, Inc	Myriad Genetics	Utah Valley University
Box Elder County Credit Union	Holly Refining & Marketing	National Filter Media	Utah's Hogle Zoo
Buehner Block Company, LLC	Horizon Credit Union	Natural Trends, LLC	Utility Trailer Manufacturing
BurrellesLuce	Horizon Milling	Natures Sunshine Products	Company
Cafe Rio, Inc.	Hoyt Archery, Inc.	Nelson-Ricks Creamery Co.	ViaWest, Inc.
Cambric Corporation	Humane Society of Utah	Nicholas and Company	W.F. Engineering
Cameron Construction	I. J. & Jeanne Wagner Jewish	NOV-Intelliserv	Warner Truck Center
Campbell Scientific	Community Center	Oakdell Egg Farms, Inc.	Weber Basin Water
Cardwell Distributing	Icon Health and Fitness, Inc.	OC Tanner Company	Conservancy District
Cascade Windows	ICU Medical, Inc.	Ogden Weber Community	Weir Specialty Pumps
CDI Media, Inc.	Industrial Supply Co., Inc.	Action Program	WesTech Engineering
Central Utah Water District	Innovative Flexpak	OSI Industries, LLC	Westinghouse Electric Co.
Central Valley Water	Intermountain Farmers Assoc.	Overland West, Inc.	Williams International
Reclamation Facility	Intermountain Healthcare	Ovivo USA, LLC	Won-Door Corporation
CLEARLINK	Intermountain Lift, Inc.	Parker CSD-Ogden	Workers Compensation Fund
Closure Systems International	J D Machine Corporation	Parker Hannifin	WW Clyde & Co.
Clyde Companies, Inc.	Jean Brown Research	Payson Fruit Growers	Yesco, LLC
Collision Safety Engineering	Jerry Seiner Dealerships	Petersen Inc.	Young Living Essential Oils
Community Health Centers, Inc	Johnson Matthey, Inc.	Petzl America	ZERO Manufacturing
Cookietree, Inc.	Jordan Valley Water	Powder River Inc.	Ziplocal
CSM Bakery Products	Conservancy District	Prescott Muir Architects	
Datamark	Juniper Systems, Inc.	Progress Mfg. Inc.	
Davis Printing	JW Howard, Inc.	QEP, Resources Inc.	
Daw Technologies, LLC	Kearns Improvement District	Questar Corporation	
Deseret Power	Kellogg Company - Clearfield	Ralcorp Frozen Bakery	
DFG, Inc.	Kenworth Sales Company	Products	
Discovery Gateway Children's	Kimberly-Clark Worldwide	Robinson Fans Inc	
Museum	Komatsu Equipment Company	Sandy City	
Diversified Insurance Benefit	L-3 Communications CSW	Savage Services	
Services, Inc.	LDS Church	SendOutCards, LLC	
DuPont Authentication, Inc.	Levy Home Entertainment	SKF Sealing Solutions	

Thank you to each of the 182 companies for participating!