



**2008 TREASURE VALLEY
COMPENSATION AND BENEFITS
SURVEY REPORT**

SAMPLE

DECEMBER 5, 2008

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INTRODUCTION

Human Resources Pro completed the 2008 Treasure Valley Compensation and Benefits survey in the Fall of 2008. The consulting team for the project included: Robert Griffard, Gail Chaloupka, Tresa Ball, Paula Barber, and Mitzi Hansen.

PARTICIPATION

Survey participants included 50 companies representing organizations across industries. Data was only gathered on employees located in the Treasure Valley. Following is an alphabetical list of participants in the 2008 survey.

Ada County	Keynetics
Agri Beef Co.	Micron Technology
Alliance Title & Escrow	MotivePower
Amalgamated Sugar	MPC Computers
American Ecology	MWI Veterinary Supply
BLACKHAWK!	Northwest Nazarene University
Blue Cross of Idaho	Nursing
Boise Inc.	PLC
Boise State University	Plus
City of Boise	Power Engineers
City of Caldwell	Pro/Con
City of Nampa	Proco Electronics
Clearwater Analytics	R. J. Law Telematics
Clearwater Resources	Shelby
Delta Dental of Idaho	St. Alphonsus RMC
Franklin Building Supply	State of Idaho
Hansen-Riordan	Supervalu—Albertsons
Home Federal Bank	Tamarack Resort
Idaho House of Finance	United Heritage Financial Group
Idaho Independent Bank	WDSGlobal
Idaho Power	Western Aircraft
Idaho Statesman	Western Electronics
Impac Services	Western State Equipment
Intermountain Gas	Washington Division of URS
J.R. Simple Company	Woodgrain Millwork

PART I: COMPENSATION DATA

The survey included 237 positions; 173 positions received sufficient data for analysis and inclusion in the survey report.

- *Survey Results Summary—All Positions* summarizes all survey data and is for convenience and/or quick reference. Includes function, position code, position title, base salary information, and salary range information.
- *Public Sector Breakout* summarizes only data of public sector participants for positions containing sufficient data. Includes function, position code, position title, and base salary information.
- *Survey Results* are provided as individual pages for each position in the survey summarizing all relevant information for specific positions. Includes position code, position title, position description and level, base salary information, salary range information, and prior year incentive and commissions information.

Zip codes were collected with compensation data with the intent to determine compensation differences by location within the Treasure Valley. Only seven survey job codes provided sufficient data to analyze. Five of the seven matched positions, the small number of participants, and the small number of employees matched, so analysis is inconclusive.

SURVEY RESULTS SUMMARY – ALL POSITIONS

			BASE SALARY				SALARY RANGE			
Function	Position Code	Position Title	# Partici-pants	# EEs	Weighted Average	Un-weighted Average	# Partici-pants	Min	Midpoint	Max
Acctg/Fin	1003	Accounting Clerk/Specialist 1	24	159	\$28,346	\$28,225	21	\$22,995	\$27,746	\$34,142
Acctg/Fin	1004	Accounting Clerk/Specialist 2	30	283	\$31,746	\$31,420	27	\$25,045	\$31,159	\$38,221
Acctg/Fin	1005	Accounting Clerk/Specialist 3	19	112	\$35,818	\$36,722	17	\$29,370	\$36,173	\$44,868
Acctg/Fin	1000	Accountant 1	15	122	\$40,660	\$39,271	11	\$34,228	\$43,962	\$53,800
Acctg/Fin	1001	Accountant 2	28	166	\$51,452	\$48,378	23	\$39,802	\$49,697	\$60,137
Acctg/Fin	1002	Accountant 3	17	93	\$61,451	\$61,761	15	\$52,060	\$65,563	\$78,833

SAMPLE

Blank Cell = No data or insufficient data for analysis.

Position Code: **1000**

Position Title: **Accountant 1**

Survey Position Description

Responsibilities include developing, implementing and/or maintaining one or a combination of general accounting systems. Prepares journal entries and maintains and reconciles ledger accounts. Provides record of assets, liabilities and other financial transactions. May perform treasury analysis functions. Balances books periodically and prepares profit and loss, income and balance sheet statements. Maintains receipts and disbursement reports. May prepare federal, state and local tax returns. May interpret reports and records for managers.

Leveling:

- Follows detailed instructions
- Solves straightforward problems and seeks guidance as needed
- Researches, gathers and analyzes information related to specific assignments
- Makes decisions within a limited scope
- Impact is contained to the job
- Integrates knowledge of basic concepts principles and theories of area of specialization
- Applies basic communication and customer service skills
- BA/BS or equivalent related experience plus 0-2 years of related experience
- Performs duties under direct supervision

Survey Results

BASE SALARY										
Min	25 th %ile	Median / 50 th %ile	Weighted Average	Weighted Average	75 th %ile	Max	# EEs	# Exempt	# Participants	#
\$19,396	\$30,322	\$40,414	\$40,660	\$39,270	\$42,507	\$55,037		26	96	15

SALARY RANGE			
Min	Midpoint / Control Point	Max	# Participants
\$34,220	\$43,962	\$53,800	11

PRIOR YEAR INCENTIVE / BONUS / COMMISSIONS						
Min	25 th %ile	Median	Weighted Average	75 th %ile	Max	# Participants
\$112	\$1,042	\$2,000	\$1,591	\$2,197	\$2,475	7

Blank Cell = No data or insufficient data for analysis.

Position Code: **1040**

Position Title: **Customer Service/Call Center Rep 1**

Survey Position Description

Responsible for responding to incoming calls and inquiries from customers and/or from company sales and/or service representatives to handle a variety of pre-sales or post-sales service functions. Determines the status of returns, repairs, replacements, sales orders, delivery schedules, etc. Maintains records of returns, schedule changes, product enhancements or changes, product pricing and resolves return credit problems.

Leveling:

- Performs under direct supervision
- Follows detailed instructions
- Solves straightforward problems and seeks guidance as needed
- Researches, gathers and analyzes information related to specific assignments
- Makes decisions within a limited scope
- Impact is contained to the job
- Integrates knowledge of basic concepts principles and theories of area of specialization
- Applies basic communication and customer service skills
- High school diploma plus 0-2 years of related experience

Survey Results

BASIS SALARY										
Min	25 th %ile	Median / 50 th %ile	Weighted Average	Weighted Average	5 th %ile	Max	# EEs	# Exempt	# Exempt	# Participants
\$15,496	\$19,700	\$20,800	\$1,981	\$1,956	24,900	\$44,731	809	85		19

SALARY RANGE			
Min	50 th %ile / Cont Point	Max	# Participants
\$22,000	\$26,334	\$31,483	16

PRIOR YEAR INCENTIVE / BONUS / COMMISSIONS						
Min	25 th %ile	Median	Weighted Average	75 th %ile	Max	# Participants
\$100	\$729	\$1,340	\$1,102	\$1,439	\$2,311	8

Blank Cell = No data or insufficient data for analysis.

Position Code: **1112**

Position Title: **Software Developer/Engineer 3**

Survey Position Description

Responsible for the analysis, design, programming, debugging and modification of local, network or internet-related computer programs for end user applications, i.e. materials, finance, manufacturing, HRIS or desktop applications products. Writes code, completes programming and performs testing and debugging of applications using current programming language and technologies. Completes documentation and procedures for installation and maintenance. May interface with users to define system requirements and/or necessary modifications.

Leveling:

- Guided by functional objectives
- Serves as a technical authority within company
- Solves highly complex problems
- Defines and leads complex, multi-disciplinary projects of critical importance to company
- Helps to shape strategic decisions
- Leads significant projects to support technical innovation
- Contributes expert subject area knowledge to resolve issues and solve complex problems
- Applies expert knowledge of a single sub function OR extensive knowledge of multiple sub-functions
- Decisions could have a significant impact on the success of the most critical technical initiatives
- Impact has global reach within company
- Contributes expert technical knowledge to address innovative technical solutions
- Provides advice and counsel to senior management on significant technical issues
- Builds on strong customer relationships to understand and customer expectations
- Applies advanced communication and customer service skills
- BA/BS or equivalent related experience plus 7 years of related experience
- Performs duties with minimal supervision

Survey Results

BASE SALARY											
Min	25 th %ile	Median / 50 th %ile	Weighted Average	Unweighted Average	75 th %ile	Max	# EEs	# Non-Exempt	# Exempt	# Participants	
\$38,137	\$62,94	\$76,90	\$74,081	\$76,244	\$82,805	\$103,000	162	1	161	14	

SALARY RANGE			
Min	Midpoint / Control Point	Max	# Participants
\$66,689	\$76,736	\$91,975	9

PRIOR YEAR INCENTIVE / BONUS / COMMISSIONS						
Min	25 th %ile	Median	Weighted Average	75 th %ile	Max	# Participants
\$615	\$4,226	\$5,071	\$5,892	\$6,138	\$32,927	10

Blank Cell = No data or insufficient data for analysis.

Position Code: **1204**

Position Title: **Equip Maint Technician 1**

Survey Position Description

Performs electrical or mechanical troubleshooting to determine problems in non-functioning electro-mechanical equipment used in the manufacturing process. Dismantles, adjusts, repairs and assembles equipment according to layout plans, blueprints, operating or repair manuals, rough sketches or drawings. Uses test and diagnostic equipment to perform checkouts. Rebuilds manufacturing equipment as required. May perform equipment modifications as directed by engineers.

Leveling:

- Under direct supervision and training to develop skills for career path
- Works on tasks that are simple and require limited judgment
- Receives detailed instruction on routine work
- Performs duties to become familiar with the assigned area
- Trains to acquire the knowledge and abilities needed to perform or advance in a technical capacity
- Some related experience
- 2-year degree or equivalent related experience plus 0-2 years of related experience

Survey Results

BASE SALARY											
Min	25 th %ile	Median / 50 th %ile	Weighted Average	Unweighted Average	75 th %ile	Max	# EEs	# Non-Exempt	# Exempt	# Participants	
\$24,086	\$36,907	\$36,907	\$36,907	\$36,907	\$36,907	\$36,907	48	48			4

SALARY RANGING			
Min	Midpoint	Control Point	# Participants
\$30,623	\$30,623	\$35,977	4

PRIOR YEAR INCENTIVE / BONUS / COMMISSIONS						
Min	25 th %ile	Median	Weighted Average	75 th %ile	Max	# Participants
\$311	\$1,772	\$1,772	\$1,606	\$1,772	\$2,188	3

Blank Cell = No data or insufficient data for analysis.

PART II: COMPENSATION & BENEFITS PROGRAMS

48 companies participated in this portion of the survey; however, not all questions were answered by all respondents.

GENERAL

60% of respondents indicated having a compensation philosophy in place. 71% of those with a compensation philosophy reported publishing it to all employees. Companies vary in their philosophies regarding compensation practices as well as whether their philosophy is informal, formal, published, or unpublished.

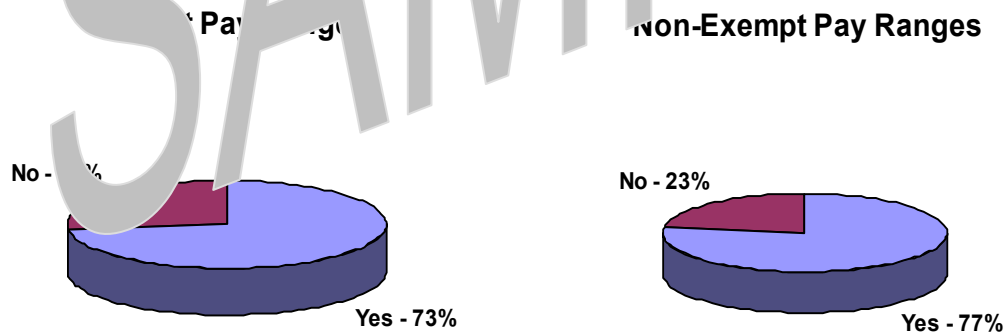
A wide variety of philosophy statement examples were provided, including individual “approach” statements, brief summaries of philosophy, and detailed explanations of philosophy.

COMPENSATION PROGRAMS

Pay Ranges

73% of survey participants indicated using pay ranges for exempt positions and 77% for nonexempt positions. 23% of respondents who reported having pay ranges also reported band ranges.

Pay Range Spreads



Among 36 respondents using pay ranges, the average percent spread of ranges is:

Smallest range spread	18%
Largest range spread	80%
Average range spread	48%
Most frequent range spread	50%

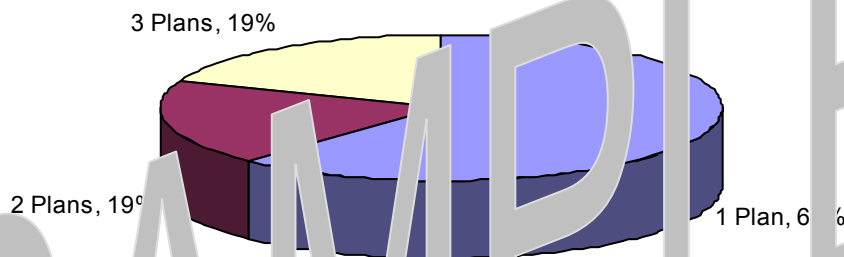
Among respondents with defined contribution plans, 85% match employee contributions. A wide variety of matching methods was reported; the most common trends are:

- 100% match on employee’s first x% of contribution (between 1-3%);
- 100% match up to maximum of x% of pay (between 3-6%);
- 100% match on employee’s first x% of contribution, and 50% match on next x% (i.e., 100% on first 3% and 50% on next 2%); and
- 50% match up to maximum of x% (between 3-6%).

Medical Insurance

100% of survey participants provide group medical insurance for employees. 62% offer one plan, 19% offer two plans, and 19% offer three or more plans.

Number of Medical Plans



Survey participants could submit information on up to three medical plans; information was provided for a total of 10 medical plans. The majority of medical plans reported are PPOs.

Type of Medical Plans

