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- **JUST RELEASED - 2018 HR Metrics Survey** includes data on HR metrics such as turnover (voluntary and involuntary), retirement rates, tenure rates, job absence rates, compensation expense as a percentage of total operating expense, cost of benefits, and executive benefits. Data breakouts include company size, geographic area, and industry type. This survey contains UT, AZ, CO and WY data. **Published: April 2018**
- **2017 Utah Miscellaneous Benefits & Pay Practices Survey** includes data on miscellaneous benefits such as hiring/employment practices, hours of work, performance appraisals, service awards, automobile/mileage reimbursement, moving allowance, tuition aid, internship program, employer sponsored programs, communication practices, career planning, traveling expenses, child care, and HR operations. It also contains data on pay practices such as incentives/bonuses, compensation administration, overtime, reporting pay, on call pay, call-back pay, shift premium, and severance pay. Data breakouts include company size, geographic area, and industry type. **Published: January 2018**
- **2017 Utah Benchmark Compensation Survey** provides accurate, current, local wage data. It covers 312 benchmark jobs including executive, management, business support, finance, HR, sales, production, maintenance, engineering, and more. Data breakouts include company size, geographic area, industry type, and revenue size. **Published: May 2017**
- **2017 Information Technology Compensation Survey** covers 86 benchmark jobs including executive, management, technical support, systems analysis, application development, database management, geographic information systems, network and system administration, software engineers, web based operations, and more. Over four hundred companies across UT, AZ, CO and WY participated last year. Data breakouts include geographic area and IT department size. **Published: May 2017**
- **2017 Utah Health & Welfare Plans Survey** includes data on insured benefits such as health, dental, life, retiree benefits, AD&D, STD, LTD, retirement plans, and part-time benefits. Data breakouts include company size, geographic area, and industry type. **Published: August 2017**
- **2017 Planning Packet Survey** (Pay Projections) includes actual & projected base pay changes, salary range structure adjustments, economic indicators, health insurance forecast, and staffing level and hiring plans. Data breakouts include company size, geographic area, and industry type. This survey contains UT, AZ, CO and WY data. **Published: September 2017**
- **2017 EAA National IT & Engineering Compensation Survey** provides local and national wage data on 180 IT and engineering positions. Employers Council will submit data from participants who matched engineering and IT jobs in the Benchmark Compensation Survey to the EAA for inclusion in this survey. Data breakouts include company size, geographic area, and industry type. **Published: October 2017**
- **2017 EAA National Wage & Salary Survey** provides local and national wage data on 151 benchmark jobs from exempt managerial jobs to non-exempt office jobs. Employers Council will submit data from participants in the Benchmark Compensation Survey to the EAA for inclusion in this survey. Data is reported by geographic area. **Published: December 2017**
- **2016 Utah Paid Time Off Policies Survey** includes data on paid time off benefits such as holidays, vacations, personal time, sick leave, bereavement, paid time off banks/consolidated leave, workers' compensation, jury duty, parental leave, FMLA, personal and medical leave of absence, military leave, inclement weather, service credits for rehire and new employees, and part-time benefits. Data breakouts include company size, geographic area, and industry type. **Published: January 2017 (2018 results will be published Jan. 2019)**

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Survey Order Form

Surveys can be purchased separately or together in the packages listed below to save money. **Please note that survey package pricing is only available upon the initial survey purchase.** All non-Employers Council members must enclose a check or call us directly to pay by credit card. **Note:** All Survey results are FREE with full Employers Council membership.

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Select Survey(s)	Survey Titles Sold Individually	Member Price*		Non-Member Price*	
		Participant	Non-Participant	Participant	Non-Participant
<input type="checkbox"/>	2018 HR Metrics Survey	\$215	\$365	\$625	N/A
<input type="checkbox"/>	2017 Utah Miscellaneous Benefits Pay Practices Survey – published Jan. 2018	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2017 Utah Benchmark Compensation Survey	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2017 Information Technology Compensation Survey	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2017 Utah Health & Welfare Plans Survey	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2017 Planning Packet Survey (Pay Projections)	\$195	\$345	\$595	N/A
<input type="checkbox"/>	2017 EAA National IT & Engineering Survey	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2017 EAA National Wage & Salary Survey – publishes Dec. 2018	\$325	\$475	\$795	N/A
<input type="checkbox"/>	2016 Utah Paid Time Off Policies Survey – 2018 results published Jan. 2019	\$295	\$425	\$625	N/A
Survey Packages (Package pricing available only upon initial survey purchase)*					
<input type="checkbox"/>	2017 Utah Benchmark Compensation AND Information Technology Surveys	\$455	\$695	\$1,195	N/A
<input type="checkbox"/>	2017 Utah Benchmark Compensation AND EAA National Wage & Salary Surveys	\$455	\$695	\$1,195	N/A
<input type="checkbox"/>	2017 Information Technology AND EAA National IT & Engineering Surveys	\$455	\$695	\$1,195	N/A
<input type="checkbox"/>	2017 Utah Health & Welfare Plans AND Utah Paid Time Off Policies Surveys	\$455	\$695	\$1,195	N/A
*Applicable sales tax will be applied to the survey price at time of purchase.					

Contact Employers Council's Surveys Department at Surveys@EmployersCouncil.org or 800.884.1328 with any questions.

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