



2008 CompAnalysis Compensation Survey: Benefit From This Local Resource

The 2008 *Greater San Francisco Bay Area Compensation Survey* website is now available for data submission (www.salarysurveys.com). The only survey reporting Bay Area pay data across all industry groups, this valuable resource includes data on 87 core staff positions, and provides detailed information on base salaries, variable pay data, and employee benefits. Remember to participate in this important survey!

Reasonably priced to encourage participation, as a survey participant, you will receive a 45% discount off the non-participant price. Early birds submitting data **prior to July 1** receive a 55% discount off the non-participant price—take advantage of this great value!

Customer feedback from the 2007 survey resulted in a 97% satisfaction rating, based on criteria ranging from ease of data submission to the relevance of the results.

The 2008 survey has incorporated additional data, including:

- **Retirement benefits and costs**
- **13 additional jobs:** Finance Director, Collections Specialist, Human Resources Director, IT Director, Systems Administrator, Marketing Director, Sales Director, Sales Engineer, Senior Customer Services Representative, Sales Assistant, Operations Director, Security Officer/Guard, Driver/Delivery Person

Dates to Remember:

July 1, 2008	Early Bird payment discount deadline
August 1, 2008	Final deadline for data entry/submission
September 30, 2008	Report results available

Contact Rita Haronian at rharonian@companalysis.com or 510-763-3774 x100 for more survey information.

Below is a sample position report and a sample benefits report.

Sample position report:

GENERAL CLERICAL GROUP																				
802 Administrative Assistant																				
Typically requires HS diploma & 2-3 years of experience. Fully qualified level. Under limited supervision, provides general admin support for a department or similar unit. Collects, analyzes data, writes up results. Makes travel arrangements per policy. Manages schedules.																				
		Base Salary					Performance-Based Bonus			Commissions		Holiday Bonus/Gift		Profit Sharing		Total Cash Compensation				
	# of Orgs.	# FTEs	Avg Base Salary	25th PCTL	50th PCTL	75th PCTL	# FTEs	Avg \$ Paid	Target %	# FTEs	Avg \$ Paid	# FTEs	Avg \$ Paid	# FTEs	Avg \$ Paid	Avg Total \$	25th PCTL	50th PCTL	75th PCTL	
By Zip Code Location:																				
San Francisco Area	25	65	47,221	36,518	42,000	49,376	3	3,873						4	1,872	47,532	36,768	42,000	49,376	
Inner East Bay	23	548	37,735	36,755	40,700	45,760	11	2,332	6%					3	1,945	37,796	36,755	42,700	48,424	
Outer East Bay	8	86	39,343	38,285	39,332	45,246										39,432	39,192	40,251	45,503	
North Bay	9	34	45,605	41,563	44,888	48,145										48,629	42,227	44,886	49,091	
Silicon Valley	5	28	46,057	42,755	48,000	69,604	14	2,368								47,257	43,854	48,000	73,511	
By Industry:																				
Consumer Goods, Wholesale & Retail Trade	6	60	45,521	38,480	44,658	52,843										45,500	38,480	44,658	52,903	
Manufacturing	4	31	41,037	30,030	43,145	49,534	20	1,791								42,628	30,820	44,755	51,257	
Technology	3	4	52,572	44,824	46,232	60,116										54,847	45,232	48,424	64,482	
Financial Services	10	34	40,963	39,122	40,139	46,590	17	2,101						4	1,080	42,246	39,834	41,744	50,880	
Health Care & Health Services	5	24	40,463	39,323	42,968	52,810										46,534	39,323	42,852	52,810	
Business, Professional, Leisure Services	16	37	46,043	36,126	43,666	49,274	5	3,760								46,677	36,438	44,800	49,274	
Social Service/Arts/Cultural Organizations	18	56	38,710	34,953	37,136	42,199										38,937	34,953	37,136	42,724	

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ALL RESPONDENTS																				
	73	774	\$39,285	\$37,613	\$42,000	\$47,645	52	\$2,147	7%			7	\$422	21	\$1,405	\$39,471	\$37,853	\$42,700	\$48,916	
By Total FTE Employees																				
Up to 50	20	30	40,982	36,125	41,800	44,665	5	2,663						5	1,199	41,642	36,134	42,000	45,146	
51 - 100	12	30	42,484	39,189	40,630	45,570								3	2,026	43,198	39,169	41,630	48,295	
101 - 250	20	72	41,496	37,615	42,682	49,623										41,561	37,615	42,824	48,623	
250 - 1000	10	102	38,823	36,718	39,823	51,897	4	2,227						13	1,340	38,887	36,766	40,487	55,129	
More than 1000	11	540	38,843	39,520	47,290	55,620	32	2,225								38,975	39,520	49,182	57,912	
By Size: Total Annual Gross Sales/Revenues (Manufacturing, Trade, Service, Technology Corporations)																				
Up to \$10M	12	20	41,052	36,125	39,530	43,750	4	2,838						5	1,199	41,944	36,438	40,507	45,074	
\$10M - \$50M	15	37	43,676	42,589	45,760	54,359	9	2,084								44,341	42,852	47,907	54,359	
\$50M - \$250M	9	23	43,154	38,823	40,000	54,846										44,060	38,896	40,328	58,308	
More than \$250M	8	110	46,068	39,710	45,803	53,715	31	2,053								46,687	40,256	46,158	54,011	
By Size: Total Annual Operating Budget (Government, Educational Institutions, Social Service/Arts/Cultural Organizations)																				
Up to \$5M	6	13	35,578	34,500	35,771	38,969										35,573	34,500	35,771	38,969	
\$5M - \$20M	10	20	41,929	39,670	42,000	45,344										42,428	39,670	42,350	45,344	
More than \$20M	13	551	37,401	37,013	40,645	48,047										37,407	37,013	40,645	48,047	

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Sample benefits report

Medical Insurance Benefits

Survey participants provided details about both HMO and PPO insurance plans offered to employees. If more than one HMO and/or PPO plan is offered, respondents answered based on the plan with the highest level of employee enrollment. Results indicate premium cost increases since 2006 in every category, as well as increases in average deductibles, out-of-pocket maximum amounts and co-payments. The average employer contribution (as percent of the total cost) numbers are very close to the 2006 results, suggesting an increased cost for both employers and employees in 2007.

	HMO				PPO			
	Single Employee	Employee + Spouse	Employee + Children	Family	Single Employee	Employee + Spouse	Employee + Children	Family
Average monthly premium cost (Employer + Employee contribution)	\$351	\$712	\$707	\$1,048	\$488	\$923	\$907	\$1,265
Average employer contribution as % of total cost	91%	65%	64%	61%	79%	64%	67%	61%
% of employers paying 100% of cost	59%	13%	14%	11%	33%	11%	14%	14%
Annual deductible (PPO only)					\$493			\$920
Annual out-of-pocket maximum	\$1,714			\$3,505	\$2,752			\$5,490
Average co-payments:								
Office visit	\$18				\$22			
Hospital admission	\$303				\$346			
Brand-name prescription	\$25				\$27			
Generic prescription	\$12				\$14			

Twenty-five percent (25%) of surveyed employers offer the option of a medical insurance plan that is HSA (Health Savings Account) compatible. These high-deductible plans can be used in conjunction with accounts that allow individuals to pay for current health expenses and save for future qualified medical expenses on a tax free basis.

Participants were also asked to rate their organization's cash compensation and benefits levels on a scale of 1 to 9 where 1 is very low, 5 is fully competitive, and 9 is very high compared to the labor market in which they compete for people. These perceptions are an indication of how employers are allocating their resources in order to attract and retain qualified employees.

	Average rating	Median rating
Cash compensation (base pay + any variable pay)	5.35	5
Benefits	6.51	7

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