



Associated Industries

Inland Northwest Compensation Survey

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Call Today!

800.720.4291 or 509.326.6885

**MEASUREMENT TOOLS TO CAPTURE
CURRENT BUSINESS PRACTICES & EMPLOYMENT
TRENDS IMPACTED BY THE ECONOMY**

Inland Northwest Compensation Survey (INCS)

Benefits of our Survey

INCS provides answers on key compensation and benefit trends and the going rates for over 100 of the most in-demand jobs throughout the region.

INCS covers "cross-industry" jobs found in most organizations as well as jobs specific to your industry. Job families include: Accounting, Administration and Office, Customer Service, IT and Software, Design, Production, Crafts, Quality Assurance, Professionals, Management, Health Care and many more. Base pay statistics, bonus trends, and salary ranges are reported by size and type of business.

Today's job market could not be more different than in years past. Recent additions and expanded reporting in the INCS include detailed information on emerging trends in the strategies and tactics employers in our region are using to respond to changing conditions.

Special Topics:

- Hiring and pay freezes
- Pay increases & cuts
- Benefit policies
- RIF's and Staff re-structurings
- Layoffs
- Prospects for future hiring

Sign Up & Save

Participants in the survey on or before August 23:

AI Members:
Participant \$95.00
Non-Members:
Participant \$250.00

Not able to participate? You can still get all the valuable compensation information gathered by A.I.:

AI Members:
NON-Participant \$145.00
Non-Members:
NON-Participant: \$300.00

Understand Your Pay Market

- Learn more about your market to reward and retain people with the talent you need:
 - Base pay statistics
 - Bonuses and total compensation
 - Ranges by size and type of business
 - Increase trends
 - Merit pay patterns
 - Key benefit issues
- Data by manufacturing, non-manufacturing, employer size
- Wide range of jobs and industries

Publication is scheduled for September 15.

IT'S EASY TO PARTICIPATE IN ONE OF THE FOLLOWING WAYS:

1. Our Excel-based emailable data form OR
2. A manually completed paper copy OR
3. Your own spreadsheet design, if you provide matching data and job codes OR
4. Access input tool online at www.aiin.com

ORDER FORM - INLAND NW COMPENSATION SURVEY

Contact: Associated Industries, 1206 North Lincoln Ste 200, Spokane, WA 99201 Email: cfranklin@aiin.net 509-326-6885

Organization Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Number of Employees: _____ Contact Person: _____ Phone: _____

Email Address: _____ Fax: _____

Yes, we'd like to participate in the survey by completing a questionnaire, and order the results

Check here if you'd like to fill out the survey online or by email (we will email you the steps)

Amount Enclosed: \$ _____ Date: _____

INCS Fast Facts

Since 1910, Associated Industries has provided innovative HR services making a lasting difference in the effectiveness of area employers. INCS is the largest and longest continuously-published survey of its kind in the region, benefiting employers throughout Washington and North Idaho with information including:

- Data on wage and salary medians, averages, quartile ranges
- Data by: Manufacturing and Non-Manufacturing, Employer size categories
- Helpful information on bonuses, range practices
- Key benefit issues
- Increase trends for entry-level, merit pay

SAMPLE PAGE

Inland Northwest Compensation Survey (INCS)

10 Accounting Clerk I (Entry)

Performs generally repetitive clerical accounting operations, including posting to registers and ledgers, verifying internal accuracy and completeness of input, inputting information into computer systems, and filing various materials. Incumbent operates within established procedures; work is subject to relatively close review. This is an entry-level position. Accounting course work is helpful.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	19	52	12.22	9.00	16.64	11.01	12.12	13.27	4	19	0.60	12.82	12.44	5	10.84	15.43
A Under 50 Employees	4	5	11.54	10.95	12.50	11.23	11.33	11.69	1	1				0		
B 50 - 199 Employees	7	8	12.98	9.00	16.64	11.63	13.30	14.44	1	1				4	10.95	15.59
C 200 Plus Employees	8	39	12.15	9.34	15.24	11.01	12.16	13.24	2	17	0.66	12.81	12.43	1		
Manufacturing	6	24	13.01	9.88	15.24	12.41	13.16	14.04	2	17	0.66	13.67	13.48	1		
Nonmanufacturing	13	28	11.54	9.00	16.64	10.42	11.53	12.25	2	2				4	10.63	14.91

20 Accounting Clerk II (Intermediate)

Performs routine to moderately complex accounting operations, including posting, balancing and reconciling accounts, preparing journal vouchers, making adjusting entries to various accounts. Usually has 2 or more years of related experience, along with some accounting course work.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	31	61	14.44	10.50	24.03	13.05	13.67	15.37	6	15	0.58	15.03	14.59	9	12.04	16.90
A Under 50 Employees	5	8	14.34	12.26	16.75	13.25	14.59	15.30	2	3				0		
B 50 - 199 Employees	15	24	14.22	10.50	23.25	11.75	13.52	15.55	3	8	0.45	14.67	14.37	5	12.19	17.16
C 200 Plus Employees	11	29	14.66	11.01	24.03	13.56	13.73	15.21	1	4	0.81	15.47	14.77	4	11.92	16.68
Manufacturing	9	16	14.99	10.58	21.44	13.27	14.12	17.07	2	6	0.60	15.58	15.21	3		
Nonmanufacturing	22	45	14.25	10.50	24.03	13.05	13.67	14.92	4	9	0.57	14.83	14.37	6	12.52	16.85

30 Accounting Specialist

Works independently in the preparation of monthly analyses of costs, budgets, and inventories, maintaining journals or subsidiary ledgers of an accounting system, balancing and reconciling accounts. May be responsible for daily work in a specialized area of accounting, i.e., payroll, accounts payable or receivable. Maintains proper records, prepares reports and various statements. Requires in-depth knowledge of accounting systems, company policies and procedures. May have four or more years of accounting experience.

	No. Orgs.	No. Empls	Base HRLY Pay Rates:			Interquartile Range			Organizations Paying Bonus:				All Orgs Avg Total Comp	SALARY RANGES (if used)		
			Avg.	Low	High	25th	Median	75th	Orgs Paying	Empl Rcvg	Avg Hrlly Bonus	Avg Total Comp		Orgs Using	Avg Min	Avg Max
All Organizations	31	75	16.37	10.00	34.73	13.70	15.78	17.98	10	23	0.86	17.22	16.63	10	13.77	19.25
A Under 50 Employees	5	8	18.11	14.00	26.00	15.56	16.24	20.21	2	2				0		
B 50 - 199 Employees	12	25	15.98	12.50	22.18	13.65	15.58	17.74	5	12	0.57	16.55	16.26	6	12.56	17.78
C 200 Plus Employees	14	42	16.26	10.00	34.73	13.40	15.78	18.05	3	9	1.15	17.41	16.51	4	14.42	20.04
Manufacturing	12	31	15.72	11.00	22.39	13.38	15.05	17.81	6	14	0.90	16.63	16.13	4	11.69	19.25
Nonmanufacturing	19	44	16.82	10.00	34.73	14.75	15.78	18.18	4	9	0.79	17.61	16.98	6	14.35	19.25