

Employers Council is a clearinghouse of business, economic, and human resource information used in the development HR policies, benefit design, and compensation plans. In our surveys we collect and analyze data from hundreds of employers of all sizes and industries throughout AZ, CO, UT & WY. These surveys provide valuable in-depth insights into compensation, policies and benefits and more, allowing organizations to make informed decisions with relevant data provided by local employers. **NOTE: Survey information has been compiled solely to assist in guiding the effective management of wage and benefits policies and practices by employers for their employees. Surveys are not available for purchase or use in collective bargaining or grievance proceedings.**

Survey descriptions on the following pages.

Compensation Surveys	SURVEY PARTICIPATION WINDOW			EC MEMBER PRICE	NON-MEMBER PRICE
	Questionnaire Date	Submission Deadline	Final Report Available	Participant / Non-Participant	Participant / Non-Participant
Benchmark Compensation Survey	Early January	Late February	Early June	Included in Membership	\$850 / \$2,195
Information Technology Compensation Survey	Mid-January	Late February	Mid-June	FREE / \$450	\$650 / \$1,195
EAA National IT & Engineering Compensation Survey	EC extracts data submitted in Benchmark/IT Compensation Survey		Late September	FREE / \$450	\$650 / \$1,195
EAA National Wage & Salary Survey	EC extracts data submitted in Benchmark Compensation Survey		Late December	FREE / \$450	\$650 / \$1,195
EAA National Sales Compensation Survey	Early July	Late August	Late November	FREE / \$450	\$650 / \$1,195
Planning Packet Survey (<i>Pay Increase Projections</i>)	Mid-July	Mid-August	Mid-September	FREE / \$450	\$650 / \$1,195

Benefits / Policies / Metrics Surveys					
HR Metrics Survey (<i>Turnover/Job Absence/Cost of Benefits</i>)	Early January	Early February	Mid-April	FREE / \$450	\$650 / \$1,195
Health, Welfare, & Retirement Plans survey	Early April	Mid-June	Late August	FREE / \$495	\$850 / \$2,195
Miscellaneous Benefits & Pay Practices Survey (<i>Published biennially</i>)	Early September	Early November	January 2022	FREE / \$495	\$850 / \$2,195
Paid Time Off Policies Survey (<i>Published biennially</i>)	Early September	Early November	January 2023	FREE / \$495	\$850 / \$2,195

Industry Specific Surveys					
Architects Compensation & Benefits Survey	Late August	Early October	Early November	FREE / Call for Pricing	Call for NM Pricing
Construction Compensation Survey	Late July	Early August	Mid-October	FREE / \$450	\$650 / \$1,195
Financial Services Compensation Survey	Early June	Mid-July	Late September	FREE / \$450	\$650 / \$1,195
Health Care Compensation & Pay Practices Survey	Early March	Mid-April	Late August	FREE / \$450	\$850 / \$1,195
Hospitality Industry Compensation Survey (<i>Includes casinos, country clubs, and hotels</i>)	Late July	Late August	Late October	FREE / \$450	\$650 / \$1,195
Housing Authority/Property Management Compensation	Early June	Early July	Mid-September	FREE / \$450	\$650 / \$1,195
Mental/Behavioral Health Compensation Survey	Late August	Early October	Late November	FREE / \$450	\$650 / \$1,195
Non-Profit/Foundation Compensation Survey	Mid-August	Late September	Early December	FREE / \$450	\$650 / \$1,195
Public Employers Compensation Survey	Mid-January	Early March	Late June	FREE / \$450	\$850 / \$1,195
Rural Electric Association Compensation & Benefits Survey	Early May	Early June	Late August	FREE / \$450	\$650 / \$1,195

Contact Employers Council's Surveys Department to order surveys at 303.223.5490 / surveys@employerscouncil.org.



Surveys Available

Are Your Wages and Benefits Competitive?

To recruit, motivate, and retain qualified employees, you need to know what other companies are paying and providing for employee benefits. Employers Council offers a robust collection of surveys for organizations of all sizes. Order today!

COMPENSATION SURVEYS

Benchmark Compensation Survey provides accurate, current, local wage data. It covers over 400 benchmark jobs including executive, management, business support, finance, HR, sales, production, maintenance, engineering, and more. Data breakouts are by geographic areas. This survey contains AZ, CO, UT, and WY data. **Publishes: June**

Information Technology Compensation Survey covers more than 90 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. Data breakouts include geographic area and IT department size. This survey contains AZ, CO, UT, and WY data. **Publishes: June**

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 and Information Technology Compensation Surveys to the EAA for inclusion in this survey. Data breakouts include employment size, geographic area, and industry type. **Publishes: September**

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. **Publishes: December**

EAA National Sales Compensation Survey provides local and national wage data on 15 benchmark sales jobs from sales management jobs to outside and inside sales positions. Data is reported by geographic area. **Publishes: November**

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 employment size, geographic area, and industry type. This survey contains AZ, CO, UT, and WY data. **Publishes: September**

BENEFITS / POLICIES / METRICS SURVEYS

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, and cost of benefits. Data breakouts include employment size, geographic area, and industry type. This survey contains AZ, CO, UT, and WY data. **Publishes: April**

Health, Welfare & Retirement 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 are by geographic areas. This survey contains AZ, CO, UT, and WY data. **Publishes: August**

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, childcare, 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 are by geographic areas. This survey contains AZ, CO, UT, and WY data. **Published: January**

Paid Time Off Policies Survey includes data on holiday pay, vacation, personal time, sick time, consolidated annual leave, bereavement, jury duty, parental leave, Family and Medical Leave Act, personal and medical leave, military leave, inclement weather, service credit for part-time employees, rehires, new and temporary employees. Data breakouts are by geographic areas. This survey contains AZ, CO, UT, and WY data. **Published: January**

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INDUSTRY SPECIFIC SURVEYS

Architects Compensation & Benefits Survey provides compensation and benefits data unique to the architecture industry. It covers over 32 industry specific jobs and benefit offerings such as medical, dental, vision, life, AD&D, Disability Insurance, PTO, Holidays and Retirement. Data breakouts by total responses. This survey contains Colorado only data. **Publishes: November**

Construction Compensation Survey provides compensation data for positions unique to the construction industry. It covers over 100 benchmark jobs including administration, design/architecture, sales & marketing, construction, trades, operators, and truck drivers. Data breakouts by salaried and hourly positions. This survey contains Colorado only data. **Publishes: October**

Financial Services Compensation Survey provides compensation data for positions unique to the financial services industry. It covers over 100 benchmark jobs including management, auditing, card services, finance, sales & lending, lending support, loan servicing, operations, client services, and investments. Data breakouts by geographic area. **Publishes: September**

Health Care Compensation & Pay Practices Survey provides compensation data for positions unique to the health care industry. It covers over 280 benchmark jobs including administration, IT, anesthesiology, dietetic, direct patient care, laboratory, medical records, pharmacy, physical medicine and rehabilitation, radiology, supervisory, foundation, executive, and clinic specific positions. Data breakouts include geographic area. The survey also includes pay practice data such as on-call, shift differentials, etc. This survey contains CO and WY data. **Publishes: August**

Hospitality Industry Compensation Survey (Includes casinos, country clubs, and hotels) provides compensation data for positions unique to the hospitality industry. It covers over 150 benchmark jobs including management, administrative/operations, accounting, hotel/guest services, restaurant/food & beverage, retail, recreation, housekeeping, building maintenance, security, table games, players clubs, slot operations, and more. Data breakouts by industry type, geographic area, and employment size. This survey may contain AZ, CO, UT, and WY data depending on participation. **Publishes: October**

Housing Authority/Property Management Compensation provides compensation data for positions unique to the housing/property management industry. It covers over 20 benchmark jobs in the business and property classification areas. Data breakouts by annual budget and number of units managed. This survey contains Colorado only data. **Publishes: September**

Mental/Behavioral Health Compensation Survey provides compensation data for positions unique to the mental/behavioral health industry. It covers over 50 benchmark jobs including mental health therapists, mental health workers, substance abuse counselors, housing coordinators, RNs, LPNs, case managers, psychologist, psychiatrist, and executive positions. Data breakouts by how funded, geographic area, and employment size. This survey contains CO and WY data. **Publishes: November**

Non-Profit/Foundation Compensation Survey provides compensation data for positions unique to the non-profit and foundation industries. It covers over 100 benchmark jobs including executive, HR, administration, financial, fundraising & development, marketing/communications, program & education, clinic/health care and foundation specific positions. Data breakouts by annual budget and type of non-profit. Foundation specific jobs displayed by foundation asset size. This survey contains AZ, CO, UT, and WY data. **Publishes: December**

Public Employers Compensation Survey contains two separate reports (Individual and Aggregate). Each report contains data for close to 450 public employer specific jobs, as well as an extract of jobs matched by public employers in the Benchmark Compensation and Information Technology Compensation Surveys. The Individual Organization Report contains data displayed by individual organization for City and County governments, Parks & Recreation Districts, Library Districts, and Fire Districts only. The Aggregate Report contains data displayed by aggregate results for City and County governments, Public and Private Utility, Parks & Recreation Districts, Public Library Districts, Fire Department/District, and Other organizations. This survey contains CO and WY data. **Publishes: June**

Rural Electric Association Compensation & Benefits Survey provides compensation data for positions unique to rural electric associations. It covers over 50 benchmark jobs including operations, engineering, lineman, meter reader, maintenance, financial, administrative, and more. Data breakouts by employment size. This survey contains Colorado only data. **Publishes: August**

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