

# 2009 Arizona Compensation Survey

--- The Premier Data Resource for Arizona Employers ---

Know your competitive position in the local labor market

## Top 10 Survey Advantages



- 36<sup>th</sup> Annual** – guided by a Steering Committee of Arizona employers
- 203 benchmark positions** – including 13 new jobs for 2009
- 84 major employers participating** – representing over 200,000 AZ employees
- Unique resource, specific to Arizona’s labor market** – public and private sector data
- Independent, objective, confidential, third-party data compilation**
- Online data submission** – save and return at a later time; or use spreadsheet option
- User-friendly results**
  - Interactive Results CD for custom data sorts; by size, industry, region, etc.
  - PDF hard-copy results, plus optional hard-copy results in binder
- Current, local market data**
  - Base pay
  - Variable pay
  - Total cash compensation
  - Salary ranges
  - Pay and benefit policies
  - Salary adjustment trends\*
  - Cost containment steps\* \*expanded for 2009

### 9. Value Priced (based on number of AZ employees)

Participant Early Data Submission Discount.  
Sliding scale based on AZ employee size.

	Participant:	Non-Participant:
<250 Arizona FTEs:	\$395*	<250 Arizona FTEs: \$695*
or 250+ Arizona FTEs:	\$495*	250+ Arizona FTEs: \$895*

\* add \$100 for optional hard-copy results in binder

### 10. Survey Schedule (earlier than last year)

Data Collection Begins:	February 9, 2009
Effective Date of Data:	March 1, 2009
Results Publication / Briefing:	June 16, 2009 (in Tucson), June 17 (in Phoenix)

For more information, and to order: [www.salarysurveys.milliman.com](http://www.salarysurveys.milliman.com)