

2009

**SOCIETY FOR HUMAN RESOURCE
MANAGEMENT OF GREATER
KANSAS CITY**

***WAGE/SALARY SURVEY -
GENERAL PAY PRACTICES***

DATA EFFECTIVE JANUARY 1, 2009

Compiled by



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Employee Benefits Specialists

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2009 SHRM-KC Wage/Salary Survey

Compiled by Actuarial Consulting Services, Inc.

Data Collected as of January 1, 2009

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Confidentiality

This survey has been compiled from information furnished by each respondent with the understanding that all or any portion of the information would:

- Remain strictly confidential;
- Not be used in any collective bargaining sessions or grievance proceedings;
- Completely protect respondent identity.

The survey information has been compiled solely to assist in guiding the effective management of wage, salary and benefit administration programs.

All content is for informational purposes only and is not to be construed as a guaranteed outcome. SHRM-KC or ACS cannot accept responsibility for any errors, omissions or liability resulting from the use or misuse of any such information.

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For information and questions regarding this survey contact Actuarial Consulting Services, Inc. at (402) 614-1844 or ACS@acsincnet.com or call the SHRM-KC office at (816) 472-4762.

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We are pleased to present the results of the SHRM-KC 2009 Wage/Salary Survey. The format of this report is designed to provide individual users ready access to the data most relevant to their organizations.

This report contains aggregate data for salary purposes. Custom analyses of the data are available to survey participants provided that the demographic database is of sufficient size to protect the integrity of the survey. For more information on these custom analyses, please contact Scott Stoltenberg or Paul McCoy at Actuarial Consulting Services, Inc.

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On behalf of the survey sponsor, SHRM-KC, and survey administrator, Actuarial Consulting Services, we would like to extend our sincerest appreciation to the individuals in the participating organizations for their cooperation in providing prompt and accurate salary information.

Note: The total number of respondents in each section may vary. Although there were 99 total respondents, not all respondents answered every survey question. Therefore, there is some variability in the respondents who reported data by section.

As always, we continue to learn and improve from the previous year's surveys. This year we introduced an on-line survey format. We hope that the changes made this year provided our participants and members with an easier to use product.

This year the format of the survey results has not changed. Providing a consistent look and feel throughout the survey from year to year is intended to enhance the survey's ease of use.

In addition to the survey format, the survey questions have been added to, modified and deleted in order to provide more streamlined and specific information. As new and emerging topics come into our field every year, it is important that we continue to stay current as to what information human resources professionals seek.

Please note the Responses are labeled to match the Question labels from the survey. Therefore, a response may appear to be "missing" when there was just no corresponding question in the survey with that label. For example, Section 4 starts with A2 since question A1 is not summarized.

Sample Company 1
Sample Company 2
Sample Company 3
Sample Company 4
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Sample Company 6
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Sample Company 96
Sample Company 97
Sample Company 98
Sample Company 99

Section A: Organization Information

A2. Number of Respondents by industry

Finance/Banking	8	Professional Services	7
Government	3	Retail/Wholesale	8
Health Care	10	Services	9
Hospitality/Restaurant	4	Telecommunications	3
Insurance	10	Other	25
Manufacturing	12	Total Respondents	99

A3. Number of Respondents by profit status

For-Profit	66
Not-For-Profit	33
Total	99

A4. Starting fiscal month

	Jan	Feb	Mar	Apr	May	Jun		
All Employers	67	2	2	2	0	3		
	Jul	Aug	Sep	Oct	Nov	Dec	Total	
	14	3	1	2	1	1	98	

A5. Average revenue (in millions)

Employer Size		Total
1 - 249	\$29.4	20
250 - 999	\$778.9	20
1,000 or more	\$2,873.0	25
All	\$1,353.7	65

A6. Average employer size

Employer Size	US Total	Omaha	US Total	Omaha
1 - 249	134	99	34	36
250 - 999	540	344	26	25
1,000 or more	4,941	2,547	34	30
All	1,830	973	94	91

A7. Average number of employees in HR function

Employer Size	Exempt	Non-Exe	Total	
			Exempt	Non-Exe
1 - 249	7.5	7.6	37	27
250 - 999	8.9	3.2	26	25
1,000 or more	18.6	9.4	28	28
All	11.9	6.9	91	80

A8. Percent of Respondents who include the following business functions under the auspices of human resources

Employer Size	Corporate Development				Total
	Training	ment	Payroll	HRIS	
1 - 249	76%	92%	54%	84%	37
250 - 999	81%	77%	54%	85%	26
1,000 or more	73%	82%	30%	82%	33
All	76%	84%	46%	83%	96

Section B: New Employee Increases

B1. Number of months before new employees are eligible for first pay increase

<i>Employer Size</i>	Exempt			
	3 mo	6 mo	12 mo	Other
1 - 249	8%	14%	54%	24%
250 - 999	7%	26%	26%	41%
1,000 or more	0%	21%	27%	52%
All	5%	20%	37%	38%

Non-Exempt Office			
3 mo	6 mo	12 mo	Other
27%	5%	46%	22%
26%	22%	19%	33%
0%	31%	25%	44%
18%	19%	31%	32%

<i>Employer Size</i>	Non-Exempt Non-Office			
	3 mo	6 mo	12 mo	Other
1 - 249	35%	12%	29%	24%
250 - 999	30%	13%	22%	35%
1,000 or more	0%	20%	28%	52%
All	20%	15%	26%	38%

Total		
Ex	NEx O	NEx NO
37	37	17
27	27	23
33	32	25
97	96	65

Section C: Performance Increases

C1. Percent of Respondents with formal performance review program

<i>Employer Size</i>		Total
1 - 249	86%	37
250 - 999	79%	28
1,000 or more	85%	34
All	84%	99

C2. Employee types included in formal performance review program

<i>Employer Size</i>	Exempt	Non-Exe		Total		
		Office	Non-Office	Exempt	Office	Non-Office
1 - 249	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
250 - 999	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
1,000 or more	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
All	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!

C3. Average percent of employees who received a performance increase last fiscal year

<i>Employer Size</i>	Exempt	Non-Exe		Total		
		Office	Non-Office	Exempt	Office	Non-Office
1 - 249	78%	85%	89%	30	30	12
250 - 999	95%	95%	92%	19	19	14
1,000 or more	83%	81%	78%	20	18	12
All	84%	87%	87%	69	67	38

C4. Average overall performance increases granted last fiscal year

<i>Employer Size</i>	Exempt	Non-Exe		Total		
		Office	Non-Office	Exempt	Office	Non-Office
1 - 249	4.5%	3.6%	4.1%	18	18	6
250 - 999	3.6%	3.4%	3.4%	12	13	10
1,000 or more	3.2%	3.0%	2.6%	16	13	8
All	3.8%	3.4%	3.3%	46	44	24

C5. Average performance increase granted last fiscal year to "below-expectations" performers

<i>Employer Size</i>	Exempt	Non-Exe		Total		
		Office	Non-Office	Exempt	Office	Non-Office
1 - 249	1.2%	1.1%	1.5%	16	16	7
250 - 999	0.6%	0.6%	0.8%	10	10	6
1,000 or more	0.5%	0.4%	0.2%	16	14	10
All	0.8%	0.7%	0.8%	42	40	23

C6. Average performance increase granted last fiscal year to "meets-expectations" performers

<i>Employer Size</i>	Exempt	Non-Exe		Total		
		Office	Non-Office	Exempt	Office	Non-Office
1 - 249	3.0%	2.9%	3.2%	16	16	7
250 - 999	3.2%	3.2%	3.0%	10	10	7
1,000 or more	2.8%	2.8%	2.7%	15	13	9
All	2.9%	2.9%	2.9%	41	39	23

About SHRM-KC

Society for Human Resource Management of Greater Kansas City (SHRM-KC) is an organization whose members are human resource professionals in the Greater Kansas City metropolitan area. It is the local affiliated chapter of the Society for Human Resource Management (SHRM), which is the leading voice of the human resource profession. SHRM represents the interests of more than 250,000 professional and student members nationwide.

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About Actuarial Consulting Services, Inc.

Actuarial Consulting Services, Inc. (ACS) is a premier employee benefits consulting firm. ACS provides professional products and services designed to maximize the value of client's employee benefit plans.

The consultants at ACS have extensive experience in consulting, insurance, and corporate HR environments. ACS's experience allows it to see the big picture in the group benefit marketplace and to access the impact this will have on its clients. As your strategic partner, ACS focuses on listening to you and learning about your group benefits. Their strong relationship allows them to provide the kind of products and services that add value to your group benefit plans.

ACS provides its clients with a full array of services, including

- Health claims data warehousing, plan utilization reporting and plan financial reporting
- Strategic planning, vendor management and plan renewal services
- IBU reserves, funding/COBRA rates and stop-loss analysis

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