

## Membership Agreement

As your company compensation professional, you are the best judge of your company strategy; however, **CompClub™** can be a valuable tool to support you in your decisions for compensation planning. As a member of **CompClub™** you will receive a complete report (see inside).

- ◆ Any breach of confidentiality will result in immediate expulsion
- ◆ Failure to complete a survey on time will result in exclusion from receiving current survey
- ◆ Annual Non-Refundable Fee

### Current CompClubs:

North Iowa (Mason City, IA area)  
South Central Iowa (Pella, IA area)  
Central Iowa (Ames, IA area)  
Siouxland (IA/NE/SD)  
Nishnabotna River Valley (IA/NE/MO)  
Customized Polaris  
Iowa Lakes Corridor

## About SG HR Consulting LLC

*With over 30 years of experience working with many large manufacturers in the North Iowa area, Sue has seen the difference in wages and benefits and how they pay a crucial part in recruiting and retaining top candidates.*

*Utilizing this tool that provides the HR Professional with REAL LOCAL DATA is crucial as we move forward to attract our top talent and increase the bench strength of our organizations.*

*Sue has coached, mentored, and worked with senior leadership in developing plans to compensate individuals in both wages and benefits.*

*Holding her SHRM-CP, PHR and MBA Degree in business, and Adjunct College Instructor indicates her dedication to education and maintaining skills necessary to speak to the current topics surrounding wages and benefits.*

*I look forward to working with you to help you develop your strategies, answer your questions and see if you need any special services or surveys along the way.  
~Sue*

## CompClub™

# CompClub™ Confidential Wage and Benefit Survey

Helping you to strategically balance your departmental goals and the development of the company as a whole.



Susan Golwitzer  
SG HR Consulting LLC  
**CompClub™**  
PH 515-341-0881  
sueghrc@gmail.com  
smgolwitzerconsulting.com

# CompClub™

## Confidential Wage & Benefit Survey

As a Human Resource professional, you are responsible for developing and setting many strategies for your company. A very important and highly visible component of your strategy setting includes managing wages and benefits. A key element of managing this process is understanding the local labor market. Up until now that meant conducting surveys, and, often meant completing several other surveys in return. While this work is very critical, it can be very tedious and time consuming. **CompClub™** will make available to you wage and benefit information that is never more than six months old. Your obligation is to simply complete two surveys a year.

Members of **CompClub™** are exclusive. Information cannot be shared outside the membership - a *zero-tolerance* agreement concerning confidentiality must be signed by each member. All survey results will be sent as confidential.

As a member of **CompClub™** you will receive membership data on benchmark positions as well as benefit information from the membership group.

### CompClub™ Report

Every six months you will receive a report that includes:

- Brief Company Profile including contact name, company demographics, and compensation strategy (previous and planned).
- Hourly Wage Survey Results (See right)
- Professional Wages Summary
- Benefit Survey Results Trends/Concerns by Members

### Benefits Survey

*Sick Days*

**Shift Premium** Group Insurance

*Vacation & Holidays* **Dental**

Bonus/Profit Sharing Plans *01(k)*

**Insurance Deductibles and Co-Pays**

*Tuition Reimbursement*



### Wage Survey

#### Assembler

Performs repetitive bench or line or work cell or assembly or batch processing operations to mass produce products. Places parts or components in specified relationship to each other. This is generally the entry level position for production; however this position can progress into a "senior" assembly position as more knowledge

Entry	Mid	Top	Wtd Ave Rate	Rate Spread	%age Spread	# CO's Repres	Total # EE's	Actual Ranges	Low	-	High
11.00	14.00	17.00	12.12	6.00	54.5%	11	1969	Entry	11.00	-	21.00
11.00	12.42	13.83	13.02	2.83	25.7%			Midpoint	12.42	-	22.90
12.00	15.18	18.35	15.94	6.35	52.9%			Top	13.83	-	24.80
12.50	15.50	18.50	15.31	6.00	48.0%			Wtd Ave	12.12	-	23.53
12.94	15.42	17.90	17.04	4.96	38.3%						
13.00	16.05	19.10	16.24	6.10	46.9%						
13.30	16.55	19.80	15.64	6.50	48.9%						
13.77	17.43	21.09	17.49	7.32	53.2%						
14.25	15.13	16.00	15.79	1.75	12.3%						
14.59	16.33	18.06	17.90	3.47	23.8%						
21.00	22.90	24.80	23.53	3.80	18.1%						
<b>13.58</b>	<b>16.08</b>	<b>18.58</b>	<b>16.37</b>	<b>5.01</b>	<b>36.9%</b>						

  

Statistical Analysis	Min	Mid	Max	Actual
10th Percentile	11.00	14.00	16.00	12.44
25th Percentile	12.25	15.15	17.45	13.77
50th Percentile	13.00	15.50	18.35	15.50
75th Percentile	14.01	16.44	19.45	18.06
90th Percentile	14.59	17.43	21.09	20.64

  

<b>Actual Wtd Ave</b>	<b>\$15.60</b>
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Straight Averages

