



## 2008 Total Pay Survey of New York City Architectural Firms

### Purpose

This New York City-based survey is designed to provide an extremely broad range of timely and participant-tailored pay information on architectural firms, with unmatched convenience and affordability.

### Additional Information / Registration

Visit [www.ultrasurveyxl.com/home/architects](http://www.ultrasurveyxl.com/home/architects) for complete information or to register. Or contact Bob Lerner at (888)512-1200 or [rlerner@compfacts.com](mailto:rlerner@compfacts.com).

### Timing and Cost

An Excel workbook to collect participant data will be available February 11, 2008. Submitted data will be validated by CompFacts within three hours of submission, and validated data will need to be received by February 27, 2008. Participants' customized survey results will be provided February 29, 2008 at a cost of \$325.

### Illustrative Survey Content

#### General Pay Topics

- salary policies/practices (including master's degree hiring premiums, hiring bonuses and registration-triggered salary increases)
- actual/target annual/long-term incentives (including stock options)
- eligibility for/levels of benefits
- key organization performance metrics

#### Job-specific Topics

- salary levels and headcounts
- overtime/profit sharing/bonus levels

Note 1: Market statistics are distortion-free – i.e. computed without the participant's own data.

Note 2: Participants can initially submit partial information and (optionally) expand their submission at a later time and then receive updated survey results.

### Data Cuts

A broad range of data cuts of survey results allow participants to focus only on the most relevant competitive information, such as by:

- number of firm employees/offices
- organization type, certification and location

Job-specific topics also include data cuts by:

- responsibility/experience level vs. survey job
- number subordinates/organization impact

### Survey Jobs

Accountant \* Administrative Assistant \* Architect/Designer/Drafter (By Type/Level) \* Art Director \* Bookkeeper \* Clerk (By Type) \* Computer Support Specialist \* Cost Estimator \* Department Head \* Desktop Publisher \* Engineer (by Type/Level) \* Intern (By Level) \* Librarian \* Marketing assistant \* Mgr - Administrative Services \* Mgr - Advertising \* Mgr - Business development \* Mgr - CAD \* Mgr - Construction \* Mgr - Engineering \* Mgr - Finance \* Mgr - HR \* Mgr - Marketing \* Mgr - Office \* Mgr - Project \* Principal/Partner/Owner (By Level) \* Receptionist \* Specification Writer \* Student \* Technician (By Type)

### Custom Information

Participants receive a programmed Excel workbook allowing tailored competitive analyses at the job, grade and overall pay structure level (as applicable). Custom information includes:

- own job titles/structure name/midpoint
- own pay levels/variation from and normalized percent rank in market
- any selected market statistic (1<sup>st</sup> through 99<sup>th</sup> percentile) to supplement comprehensive array of standard statistics
- own midpoint's variation from market
- automatic creation of composite data on just matching data cuts
- Supplementary U.S. Government market pay data (with competitive comparisons) as selected by participant