

Employer Associations of America – EAA

2014 Salary Budget Survey

NATIONAL REPORT

Data Compiled by:

Cascade Employers Association

4068 Hudson Avenue NE
Salem, Oregon 97301

Phone: (503) 585-4320 Fax: (503) 585-4322
cascadeemployers.com



The National Network for Local Workplace Solutions

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An Employer Associations of America (EAA) Sponsored Survey coordinated by Cascade Employers Association in cooperation with 22 employer associations nationwide.

Published: October 2013

Next Publication: October 2014

Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
 - be restricted to authorized personnel only
 - not be used in collective bargaining or grievance proceedings
 - protect, completely, organizational identity
-

National surveys produced by the EAA include:

- National Business Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Benefits Survey
- National Salary Budget Survey
- National Sales Compensation & Practices Survey
- National Wage & Salary Survey

Contact your local association (see page 4) for more information.



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Report Overview

This report covers changes in employer pay related practices during the period from 7/01/12 to 6/30/13 along with “best estimates” of employers pay related changes for the period from 7/01/13 to 6/30/14. Employer input was collected between July 2013 and September 2013.

Report Formats

A variety of “break out” reports are included to meet the diverse data requirements of participants for compensation planning. These reports group pay changes and short-term variable/bonus award data based upon geographic region, industry segment and specific industry in relation to employee job categories. Following are summaries of the applicable job categories, industry segments, specific industries covered, and definitions associated with the reports.

Geographic Regions:

Each report includes a table for one of the following geographic areas.

- All Locations
- Midwest Region
- Northeast Region
- Southern Region
- Western Region

(See map on page 3 for locations included in each region)

Number of Employees:

Provides data cuts based on the range of employees employed by the participating organization. Count limited to data captured on Cascade's online system.

Organization Type:

Provides data cuts based on the Profit vs. Non-Profit status of the organization.

Industry Type:

Provides data cuts based on the following major industry types.

- Manufacturing
- Non-Manufacturing

Industry:

Provides data cuts based on the primary industry of the participating organizations.*

Employee Categories

Data is broken down and summarized for each of the following employee groups.

- **PMMS Union:** Production, Maintenance, Material Handling and Service employees who work in a UNION environment
- **PMMS – NU:** Production, Maintenance, Material Handling and Service employees who work in a NON-UNION environment
- **OCT:** Non-Exempt Office, Clerical and Technical employees
- **SMP:** Exempt Supervisory, Managerial and Professional employees
- **Exec:** Executives

Data Reported

- **Actual Changes** – Applies to pay changes granted between July 1, 2012 and June 30, 2013. **Excludes** zeros and negative adjustments.
- **Projected Changes** – Applies to pay changes “planned” for the period July 1, 2013 through June 30, 2014. **Excludes** zeros and negative adjustments.
- **% (Percent)** – The average actual or projected percentage change in the wages and salaries of employees in the specified grouping.

- **Resp** – This is the number of employers who reported data under the given employee grouping.
- **Insufficient Data** – A blank space denotes “insufficient data” and is used whenever the sample is less than three responses.

Definitions:

- **Actual Pay Changes** – The average pay increase actually given by employers to employees during the 12-month period from 7/1/12 to 6/30/13.
- **Projected Pay Changes** – The average pay increase that employers expect to give to employees during the 12-month period from 7/1/13 to 6/30/14. Sections excluding and including zeros and negatives.
- **Actual Variable/Bonus Awards** – The average percentage short-term variable / bonus award paid by employers during the 12-month period from 7/1/12 to 6/30/13.
- **Projected Variable/Bonus Awards** – The average percentage short-term variable/bonus award “planned” for the 12-month period from 7/1/13 to 6/30/14. Sections excluding and including zeros.

* Note: The industry category *Other Non-Manufacturing* reflects organizations whose primary industry was not listed.

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Sponsoring Employer Associations

Midwest Region:

AAIM Employers' Association: IL, MO
American Society of Employers: MI
Employers Association of West Michigan: MI
Employers Resource Association: OH
MRA – The Management Association: IA, IL, MN, WI
Management Association: IL
The Employers' Association: MI
The Employers' Association: OH

Northeast Region:

Employers Association of the NorthEast: MA, CT, RI
MACNY – The Manufacturers Association: NY
MidAtlantic Employers' Association: PA, NJ, DE
Northeast Pennsylvania Manuf. & Employers Association: PA
Rochester Business Alliance: NY

Southern Region:

Employers Association Forum, Inc.: FL
The Employers Association: NC

Western Region:

Associated Employers: MT, WY
Cascade Employers Association: OR, WA
Hawaii Employers Council: HI
Mountain States Employers Council: CO, WY, AZ
The Employers Council: UT
United Employers Association: OR, WA
Washington Employers: WA

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Historical Pay Changes - Nationwide

Following is a compilation of average actual and projected pay increases reported in the last five surveys (data reflects all industries combined from throughout the U.S.) and **exclude** zero and negative pay changes. While projected increases reflect “best estimates” of future increases, actual increases (surveyed 12 months later) are generally close to earlier projections.

All Industry Pay Change History

Employee Category	08-09		09-10		10-11		11-12		12-13	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	3.1%	3.2%	3.0%	3.0%	2.9%	2.9%	2.7%	2.4%	2.4%	2.5%
PMMS-NU	3.5%	3.5%	3.4%	3.2%	3.0%	3.1%	3.0%	3.0%	2.9%	3.0%
OCT	3.6%	3.7%	3.5%	3.2%	3.0%	3.0%	3.0%	3.0%	3.0%	3.1%
SMP	3.7%	3.9%	3.5%	3.3%	3.1%	3.1%	2.9%	3.2%	3.0%	3.2%
EXEC	3.9%	4.3%	3.8%	3.5%	3.4%	3.4%	3.2%	3.6%	3.2%	3.6%

Manufacturing Pay Change History

Employee Category	08-09		09-10		10-11		11-12		12-13	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	3.0%	3.1%	3.0%	2.9%	2.7%	2.7%	2.5%	2.5%	2.5%	2.6%
PMMS-NU	3.4%	3.5%	3.3%	3.1%	3.0%	3.0%	3.0%	3.0%	2.9%	3.0%
OCT	3.5%	3.6%	3.4%	3.0%	3.0%	2.9%	3.0%	3.0%	3.0%	3.1%
SMP	3.6%	3.7%	3.5%	3.0%	3.2%	3.0%	2.9%	3.1%	3.0%	3.2%
EXEC	3.9%	4.1%	3.7%	3.0%	3.6%	3.2%	3.1%	3.5%	3.2%	3.4%

Non-Manufacturing Pay Change History

Employee Category	08-09		09-10		10-11		11-12		12-13	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	3.4%	3.3%	3.1%	3.1%	3.1%	3.0%	2.8%	2.3%	2.4%	2.4%
PMMS-NU	3.6%	3.6%	3.4%	3.2%	3.0%	3.1%	3.0%	2.9%	2.9%	3.0%
OCT	3.7%	3.8%	3.5%	3.4%	3.0%	3.0%	3.0%	3.0%	3.0%	3.1%
SMP	3.9%	4.0%	3.6%	3.6%	3.1%	3.2%	2.9%	3.2%	3.0%	3.2%
EXEC	4.0%	4.5%	3.8%	3.8%	3.3%	3.5%	3.2%	3.7%	3.2%	3.8%