

FOR IMMEDIATE RELEASE

Contact:

Maggie McPhee
Director of Information Services
The Employers' Association
616-698-1167

2009 / 2010 WAGE & SALARY SURVEY REPORTS SMALL INCREASES

December 21, 2009, Grand Rapids, Mich. – The Employers' Association has released its 2009 – 2010 Wage & Salary Survey. Nearly 200 West Michigan companies contributed data to this benchmarking tool that provides detailed compensation information for 337 jobs common to the region.

Several key findings emerge from the data:

- Wages and salaries increased by an average of 2% from 2008 for all reported jobs. In that the number of employees reported in most jobs was down from previous years, a 2% increase in reported earnings could be a result of the elimination of lower-paid workers.
- Reported overtime hours were down significantly from last year.
- Nearly half of the reported “job families” indicated an increase in pay. Human Resources, Quality Control, Medical Support, Engineering and Information Technology (service/support job families) registered significant increases in pay.
- Pay adjustments were not “across the board.” Lower level jobs reported lower adjustments (less than 2%) while key management positions reported a higher pay adjustment (greater than 2.5%).
- The compensation gap between small and large companies is decreasing slightly as small companies tended to give larger increases than did large companies during the past year.
- Very little difference exists in overall pay rates based on region (five separate regions around the Grand Rapids area are reported).
- A significant difference exists between jobs within different industry-types (Manufacturing, Service, Professional, Non-Profit, etc.).
- The number of companies providing variable pay programs increased while the amount of incentive pay distributed decreased slightly.

The Employers' Association is a not-for-profit association providing research information, training, consulting and employment support services to the West Michigan region since 1939. The Wage & Salary Survey is provided to participating members of The Association at no charge. Organizations that have not yet become members can contact Marla Holzapfel (mholzapfel@teagr.org) to receive further information about this and other benchmark surveys conducted annually.