

2009/2010 Pay Trends Survey – National Report

Historical Pay Increases - 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 Increase History

Employee Category	04-05		05-06		06-07		07-08		08-09	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	2.9%	3.0%	3.0%	3.0%	3.1%	3.1%	3.1%	3.2%	3.1%	3.0%
PMMS-NU	3.2%	3.5%	3.4%	3.7%	3.5%	3.7%	3.5%	3.5%	3.5%	3.2%
OCT	3.4%	3.6%	3.5%	3.7%	3.6%	3.8%	3.6%	3.7%	3.6%	3.2%
SMP	3.5%	3.8%	3.6%	3.9%	3.7%	3.9%	3.7%	3.9%	3.7%	3.3%
EXEC	3.8%	4.1%	3.9%	4.3%	3.8%	4.2%	3.9%	4.3%	3.9%	3.5%

Manufacturing Pay Increase History

Employee Category	04-05		05-06		06-07		07-08		08-09	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	2.9%	2.9%	2.9%	2.9%	2.9%	3.0%	3.0%	3.1%	3.0%	2.9%
PMMS-NU	3.2%	3.4%	3.3%	3.5%	3.4%	3.6%	3.4%	3.5%	3.4%	3.1%
OCT	3.4%	3.4%	3.4%	3.6%	3.4%	3.6%	3.5%	3.6%	3.5%	3.0%
SMP	3.5%	3.6%	3.5%	3.7%	3.5%	3.7%	3.6%	3.7%	3.6%	3.0%
EXEC	3.8%	4.1%	3.8%	4.2%	3.7%	4.2%	3.9%	4.1%	3.9%	3.0%

Non-Manufacturing Pay Increase History

Employee Category	04-05		05-06		06-07		07-08		08-09	
	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
PMMS-Union	3.1%	3.2%	3.2%	3.2%	3.3%	3.3%	3.4%	3.3%	3.4%	3.1%
PMMS-NU	3.5%	3.7%	3.5%	3.9%	3.7%	3.8%	3.6%	3.6%	3.6%	3.2%
OCT	3.6%	3.7%	3.6%	3.9%	3.7%	3.9%	3.7%	3.8%	3.7%	3.4%
SMP	3.8%	3.9%	3.8%	4.1%	3.8%	4.1%	3.9%	4.0%	3.9%	3.6%
EXEC	3.9%	4.1%	3.9%	4.5%	4.0%	4.4%	4.0%	4.5%	4.0%	3.8%