

TEA Pay Trends Survey Report

ACTUAL Pay Increases - INCLUDING Zeros & Negatives											PROJECTED Pay Increases - INCLUDING Zeros & Negatives												
										Total												Total	
PMS - NU		OCT		SMP		Exec						PMS - NU		OCT		SMP		Exec					
%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp

All Segments Combined																							
Responses		3.8	69	2.8	73	3.1	74	3.0	75	3.2	75			3.7	64	3.4	67	3.4	70	2.7	68	3.3	68
Number Of Employees																							
1 to 99		3.6	35	2.9	38	2.9	37	2.8	38	3.1	38			3.2	33	3.2	36	3.2	36	2.7	34	3.1	36
100 to 249		4.0	21	2.7	22	3.5	24	3.2	24	3.3	24			4.2	18	3.3	18	3.3	21	2.5	21	3.3	21
250 to 499		3.1	7	2.7	7	3.1	7	2.3	7	2.8	7			3.8	7	3.6	7	3.6	7	3.0	7	3.5	7
500 to 999		5.1	5	2.5	5	2.6	5	5.6	5	3.2	5			5.6	5	4.4	5	4.4	5	3.8	5	4.6	5
1,000 +		ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD			ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD
Organization Type																							
Profit		3.7	63	2.6	62	3.0	64	2.7	64	3.0	64			3.6	57	3.2	55	3.3	58	2.7	56	3.2	58
Non-Profit		4.2	6	4.0	11	3.5	10	3.7	11	3.9	11			4.3	7	4.1	12	3.9	12	3.2	12	3.9	12
Industry																							
Healthcare		ISD	ISD	3.3	4	2.8	4	2.8	4	3.7	4			ISD	ISD	4.0	4	3.3	4	3.0	4	4.1	4
Manufacturing		4.0	47	2.4	45	2.9	46	2.9	47	3.1	47			3.8	43	3.2	40	3.4	43	2.7	42	3.3	43
Other		2.5	10	3.1	12	3.0	12	2.5	11	2.8	12			3.0	11	3.6	13	3.6	13	3.0	12	3.3	13
Professional/Finance/Insurance		0.5	4	3.1	6	3.2	6	4.2	7	2.7	7			1.0	3	2.9	5	2.9	5	2.5	5	2.3	5
Sales/Service/Retail		4.8	5	4.4	5	4.2	5	2.0	5	3.9	5			4.8	4	4.3	4	4.0	4	2.3	4	3.8	4
Wholesale/Distribution		ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD			ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD

KEY:
PMS-NU: Production/Maintenance/Service - Non-Union
SMP: Supervisory/Managerial Personnel

OCT: Office/Clerical/Technical (non-exempt)
EXEC: Executives (exempt)