

SAMPLE

2015/2016 Pay Trends Report

July 1 - June 30

Actual Pay Increases - 2014/2015 Including Zeros & Negatives												Projected Pay Increases - 2015/2016 Including Zeros & Negatives											
PMS Union (Total)										Non-Union (Total)		PMS Union (Total)										Non-Union (Total)	
		PMS - NU		OCT		SMP		Exec						PMS - NU		OCT		SMP		Exec			
%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp	%	Resp

ALL LOCATIONS																								
Number Of Employees																								
1 to 99	0.2	7	2.7	30	3.8	38	3.6	41	2.1	36	3.1	44	0.2	8	2.4	28	3.1	35	3.2	39	2.4	33	2.8	41
100 to 249	0.6	14	3.1	22	2.8	23	3.0	26	2.7	25	3.7	26	0.7	9	3.0	22	3.0	24	3.2	26	2.8	26	3.0	26
250 to 499	1.0	5	2.6	11	2.4	14	2.3	14	2.3	11	2.4	14	3.0	4	3.1	10	3.1	12	2.8	13	2.3	10	2.8	13
500 to 999	INS	0	2.9	3	3.9	3	5.2	3	INS	2	3.8	3	INS	0	INS	2	INS	2	INS	2	INS	0	INS	2
1,000 +	INS	2	3.1	4	3.1	4	2.8	5	3.1	4	3.0	4	INS	2	2.6	4	2.6	4	2.9	4	3.2	3	2.8	4
Organization Type																								
Profit	0.3	20	3.7	58	3.8	65	3.3	71	2.2	60	3.3	74	0.7	16	2.8	54	3.0	61	3.1	68	2.5	59	2.9	69
Non-Profit	1.6	8	2.3	12	3.1	17	2.8	18	2.9	18	2.8	19	1.8	7	2.7	12	3.2	16	3.0	16	3.0	14	3.0	18
Industry																								
Healthcare																								
Manufacturing	0.4	16	2.9	44	3.0	42	2.8	46	1.9	39	2.9	47	0.9	13	2.8	41	2.8	40	2.7	44	2.3	39	2.7	44
Non-Manufacturing																								
Other	1.4	9	6.1	13	5.4	18	2.8	21	2.5	19	4.0	21	1.6	8	2.9	13	3.3	17	3.2	19	2.7	15	3.0	20
Professional/Finance/Insurance	INS	2	INS	2	4.1	10	5.0	10	2.9	9	3.7	11	INS	2	INS	2	3.8	9	4.6	9	3.0	8	3.7	10
Sales/Service/Retail	INS	0	INS	2	INS	2	INS	2	INS	2	1.8	3	INS	0	INS	2	INS	2	2.3	3	2.3	3	2.4	3
Wholesale/Distribution	INS	1	3.7	7	3.8	8	3.7	7	2.3	6	3.3	8	INS	0	3.0	6	3.0	7	3.0	6	3.2	5	3.0	7
All Segments Combined																								
Responses	0.7	28	3.5	70	3.7	82	3.2	89	2.4	78	3.2	92	1.0	23	2.8	66	3	77	3.1	84	2.6	73	2.9	87

KEY:

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

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