

2017-18 ANNUAL SALARY INCREASE AND ADJUSTMENT SURVEY RESULTS

The Manufacturer & Business Association is pleased to provide you with the *2017-18 Salary Increase and Adjustment Survey*.

TOTAL = 140 PARTICIPANTS					
Participants by Employee Size: 1 – 99 employees = 101 participants 100 – 249 employees = 29 participants 250 – 499 employees = 5 participants 500 – 999 employees = 1 participant 1,000 or more employees = 4 participants	Hourly Production, Maintenance & Service NONUNION	Hourly Production, Maintenance & Service UNION	Nonexempt Clerical & Technical	Exempt Supervisory, Managerial & Professional	Executive/ Officer
Average pay increase your employees received in the 12-month period from 8/01/16 to 7/31/17 (include Merit, General and/or Cost-of-Living increases).	3.17%	2.53%	3.17%	3.39%	2.92%
Average pay increase your employees will receive in the 12-month period from 8/01/17 to 7/31/18 (include Merit, General and/or Cost-of-Living increases).	2.87%	2.40%	2.85%	2.85%	2.53%
*What structure adjustments were made in the 12-month period from 8/01/16 to 7/31/17?	2.87%	2.30%	2.38%	3.00%	2.40%
*What structure adjustments are expected in the 12-month period from 8/01/17 to 7/31/18?	2.67%	2.50%	2.31%	2.61%	2.42%

Source: Manufacturer & Business Association
Survey data gathered in October 2017.

*Note: Structure adjustments are defined as those increases given to a job position that may have had its duties restructured or redefined. Also, adjustments are defined as those changes made to wages due to the economic climate other than a Cost-of-Living Adjustment (COLA).

For questions or additional information regarding the Annual Salary Increase and Adjustment Survey results, please contact the Human Resource Services Division at 814/833-3200, 800/815-2660 or hrrservices@mbausa.org.