

2020

2019-2020 ANNUAL SALARY INCREASE AND ADJUSTMENT SURVEY RESULTS

TOTAL = 106 PARTICIPANTS					
Participants by Employee Size: 1 - 99 employees = 74 participants 100 – 249 employees = 19 participants 250 - 499 employees = 7 participants 500 - 999 employees = 4 participants 1000 or more employees = 2 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 8/1/18 to 7/31/19 (include Merit, General and/or Cost-of-Living increases).	2.984%	2.375%	3.160%	3.505%	3.591%
Average pay increase your employees will receive in the 12-month period from 8/1/19 to 7/31/20 (include Merit, General	2.503%	2.375%	2.832%	2.848%	2.608%
*What structure adjustments were made in the 12-month period from 8/1/18 to 7/31/19?	2.503%	2.500%	3.817%	3.223%	4.473%
*What structure adjustments are expected in the 12-month period from 8/1/19 to 7/31/20?	2.860%	3.000%	4.180%	3.439%	3.880%