



**2021-2022 ANNUAL SALARY INCREASE AND ADJUSTMENT SURVEY RESULTS
TOTAL = 86 PARTICIPANTS**

Participants by Employee Size:

- 1 - 99 employees = 59 participants
- 100 – 249 employees = 22 participants
- 250 - 499 employees = 3 participants
- 500 - 999 employees = 1 participants
- 1000 or more employees = 1 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 8/1/20 to 7/31/21 (include Merit, General and/or Cost-of-Living increases).	4.074%	2.680%	3.869%	3.419%	4.053%
Average pay increase your employees will receive in the 12-month period from 8/1/21 to 7/31/22 (include Merit, General	2.900%	2.950%	3.000%	3.133%	3.250%
*What structure adjustments were made in the 12-month period from 8/1/20 to 7/31/21?	2.900%	2.400%	3.333%	2.429%	3.333%
*What structure adjustments are expected in the 12-month period from 8/1/21 to 7/31/22?	2.000%	2.867%	2.667%	2.667%	2.667%