



Merit Increases

July 6th, 2023

Total Participants: 103 participants in Missouri, Illinois, and Indiana Areas

1. Are you planning on giving Merit increases?

	Yes	No	TOTAL
Manufacturing	30	1	31
Food/Service	0	0	0
Health Care	4	0	4
Non-Profit	24	1	25
Financial	5	0	5
Engineering	2	0	2
Marketing	1	0	1
Construction	4	0	4
Distribution	3	0	3
Insurance	2	0	2
Miscellaneous	17	1	18
Not Provided	6	2	8
TOTAL	98	5	103

Answer Choices	Responses	
Yes	95.15%	98
No	4.85%	5
	Answered	103
	Skipped	0

2. If so, what is the average increase percentage?

	1%	2%	3%	4%	5%	Other	TOTAL
Manufacturing	0	0	11	9	6	4	30
Food/Service	0	0	0	0	0	0	0
Health Care	0	1	2	1	0	0	4
Non-Profit	0	1	13	4	1	5	24
Financial	0	0	1	1	1	2	5
Engineering	0	0	0	1	0	1	2
Marketing	0	0	1	0	0	0	1
Construction	0	0	2	0	0	2	4
Distribution	0	0	2	0	0	1	3
Insurance	0	0	1	1	0	0	2
Miscellaneous	0	0	5	6	2	4	17
Not Provided	0	0	0	0	0	0	0
TOTAL	0	2	38	23	10	19	92

Answer Choices	Responses	
1%	0.00%	0
2%	2.17%	2
3%	41.30%	38
4%	25.00%	23
5%	10.97%	10
Other (listed below)	20.65%	19
	Answered	92
	Skipped	11

- **Manufacturing**
 - 3.5%
 - Depends on COL
 - TBD
 - Not sure at this time. Merit increases are given in January
- **Non-Profit**
 - Unknown at this time
 - 3.50%
 - We won't know the % until December
 - Merit increases will be effective 01/01/2024 so unsure of percentage at this point
 - 2.5%
- **Financial**
 - Depends on the situation but is usually 5 or more percent.

- We will look at market but usually between 3%-4%
- **Engineering**
 - 8%
- **Construction**
 - Discretionary
 - 7%
- **Distribution**
 - 6%
- **Miscellaneous**
 - 10%
 - Based on market salary
 - TBD
 - depends on performance

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!