

## Q1 What is your budget for year-end increases this year?

Answered: 63 Skipped: 4

#	RESPONSES	DATE
1	Projected to be 4% COLA for all employees for the coming year.	9/29/2022 1:33 PM
2	3-5%	9/28/2022 12:09 PM
3	2%-4%	9/28/2022 9:49 AM
4	3-4%	9/27/2022 7:34 PM
5	\$1/hr increase for every employee	9/27/2022 1:22 PM
6	No Change	9/27/2022 10:38 AM
7	We do increase based on evaluation of individual	9/27/2022 9:40 AM
8	0	9/27/2022 9:27 AM
9	already did a 8% increase at our fiscal year end which was valid in July.	9/27/2022 9:10 AM
10	4.5%	9/27/2022 8:26 AM
11	3%	9/27/2022 6:43 AM
12	zero	9/26/2022 3:24 PM
13	5%	9/26/2022 2:38 PM
14	6%	9/26/2022 2:36 PM
15	4%	9/26/2022 2:28 PM
16	4%	9/26/2022 2:25 PM
17	unsure	9/26/2022 2:09 PM
18	4%	9/26/2022 1:48 PM
19	None at this time	9/26/2022 1:07 PM
20	5.0%	9/26/2022 12:33 PM
21	0	9/26/2022 11:00 AM
22	3%	9/26/2022 10:50 AM
23	5.9	9/26/2022 10:49 AM
24	We do increases mid-year in July. Considering 4% for 2023 subject to change based on budget approvals.	9/26/2022 10:36 AM
25	Don't know yet.	9/26/2022 10:35 AM
26	4%	9/26/2022 10:24 AM
27	5%	9/26/2022 10:23 AM
28	Not sure yet. Last year we budgeted 6%. I suspect it may be a bit lower this year.	9/26/2022 9:49 AM
29	3% - they are not year end though	9/26/2022 9:49 AM
30	TBD	9/26/2022 9:45 AM
31	5%	9/26/2022 9:45 AM
32	4%	9/26/2022 9:41 AM

## Salary Budget Increases - 2022/2023

33	7%	9/26/2022 9:39 AM
34	5%	9/26/2022 9:31 AM
35	2% overall increase for year end.	9/26/2022 9:13 AM
36	Currently in budgeting process.	9/26/2022 9:11 AM
37	5%	9/26/2022 9:09 AM
38	4%	9/26/2022 9:09 AM
39	Undetermined, but we are anticipating a 4 - 5% overall salary budget increase for 2023	9/26/2022 9:03 AM
40	We do not have our budget yet	9/26/2022 8:48 AM
41	approximately 5 to 6 %	9/26/2022 8:37 AM
42	5%-8%	9/26/2022 8:36 AM
43	3%	9/26/2022 8:33 AM
44	0%	9/26/2022 8:31 AM
45	4%	9/26/2022 8:29 AM
46	TBD	9/26/2022 8:25 AM
47	4.5%	9/26/2022 8:23 AM
48	0	9/26/2022 8:22 AM
49	5%	9/26/2022 8:22 AM
50	5%	9/26/2022 8:16 AM
51	3%	9/26/2022 8:16 AM
52	0	9/26/2022 8:12 AM
53	we do not do year end increases-our annual increases are mid-year.	9/26/2022 8:11 AM
54	has not been decided.	9/26/2022 8:10 AM
55	4.5%	9/26/2022 8:05 AM
56	5%	9/26/2022 8:03 AM
57	7.5% Hourly 6.5% Salary below Mgr Level 5.5% Mgr Level and above	9/26/2022 8:00 AM
58	3%	9/26/2022 7:54 AM
59	No set budget yet/still determine this	9/26/2022 7:52 AM
60	3%	9/26/2022 7:52 AM
61	4%	9/26/2022 7:47 AM
62	Generally about 5%	9/26/2022 7:45 AM
63	3% to 5%	9/26/2022 7:44 AM

## Q2 What was your budget for year-end increases last year?

Answered: 60 Skipped: 7

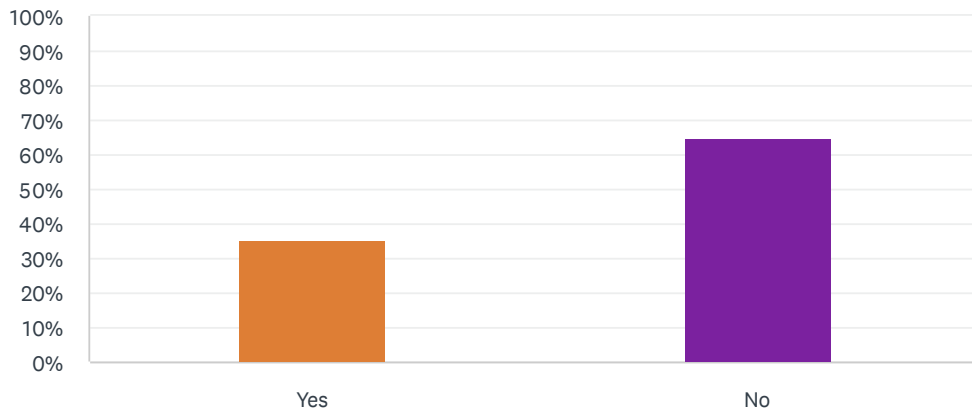
#	RESPONSES	DATE
1	5%	9/29/2022 1:33 PM
2	3-5%	9/28/2022 12:09 PM
3	2%	9/28/2022 9:50 AM
4	4-5%	9/27/2022 7:34 PM
5	\$1/hr increase for all employees	9/27/2022 1:23 PM
6	No Change	9/27/2022 10:38 AM
7	Same	9/27/2022 9:40 AM
8	0	9/27/2022 9:27 AM
9	2.5%	9/27/2022 9:10 AM
10	3.0%	9/27/2022 8:29 AM
11	5%	9/27/2022 6:43 AM
12	we don't do year-end we do July	9/26/2022 3:24 PM
13	6%	9/26/2022 2:39 PM
14	3%	9/26/2022 2:28 PM
15	4.75%	9/26/2022 2:28 PM
16	4 - 8 percent increase	9/26/2022 2:10 PM
17	4%	9/26/2022 1:48 PM
18	4.7%	9/26/2022 12:33 PM
19	5%	9/26/2022 10:50 AM
20	3.5	9/26/2022 10:49 AM
21	Budget for 2022 was 3.5% indirect positions were given up to 7%. Direct labor positions were 10%-14%.	9/26/2022 10:37 AM
22	Not sure how to take this question. Our annual merit for this last year was 3%.	9/26/2022 10:36 AM
23	6%	9/26/2022 10:24 AM
24	3%	9/26/2022 10:23 AM
25	6%	9/26/2022 9:49 AM
26	2021 =	9/26/2022 9:49 AM
27	Avg 3%	9/26/2022 9:46 AM
28	5%	9/26/2022 9:45 AM
29	2%	9/26/2022 9:41 AM
30	3%	9/26/2022 9:40 AM
31	3%	9/26/2022 9:31 AM
32	2%	9/26/2022 9:14 AM

## Salary Budget Increases - 2022/2023

33	4%	9/26/2022 9:12 AM
34	3.5%	9/26/2022 9:10 AM
35	3%	9/26/2022 9:10 AM
36	~3.5% in 2022 with spot adjustments to stay competitive for individual titles based on market data	9/26/2022 9:06 AM
37	Average was 3% increases	9/26/2022 8:49 AM
38	3%	9/26/2022 8:40 AM
39	6%	9/26/2022 8:37 AM
40	2%-5%	9/26/2022 8:37 AM
41	3%	9/26/2022 8:33 AM
42	0%	9/26/2022 8:31 AM
43	4%	9/26/2022 8:29 AM
44	3-5%	9/26/2022 8:25 AM
45	4%	9/26/2022 8:23 AM
46	0	9/26/2022 8:22 AM
47	5%	9/26/2022 8:22 AM
48	4%	9/26/2022 8:16 AM
49	3%	9/26/2022 8:16 AM
50	4	9/26/2022 8:13 AM
51	2.3% mid year increase in 2022	9/26/2022 8:11 AM
52	5.4%	9/26/2022 8:10 AM
53	3%	9/26/2022 8:05 AM
54	7.4% Hourly 7.4% Salary below Mgr 5.4% Mgr and above	9/26/2022 8:04 AM
55	5%	9/26/2022 7:54 AM
56	increased 5%	9/26/2022 7:52 AM
57	3%	9/26/2022 7:52 AM
58	3%	9/26/2022 7:47 AM
59	About 3%	9/26/2022 7:45 AM
60	3% - 5%	9/26/2022 7:45 AM

### Q3 Did you give mid-year increases?

Answered: 62 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	35.48%	22
No	64.52%	40
TOTAL		62

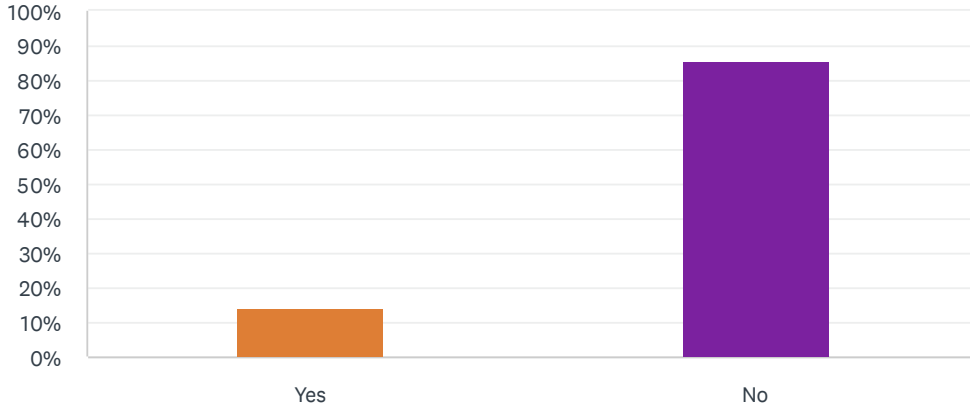
## Q4 If so, what percent was the average increase?

Answered: 28 Skipped: 39

#	RESPONSES	DATE
1	We did a flat \$1/hr for every employee, % varied by current rate, 4% - 7%.	9/27/2022 1:24 PM
2	We do mid year productivity bonus	9/27/2022 9:46 AM
3	8%	9/27/2022 9:10 AM
4	4	9/26/2022 3:24 PM
5	5%	9/26/2022 2:28 PM
6	3.5%	9/26/2022 12:33 PM
7	3.5%	9/26/2022 10:50 AM
8	2	9/26/2022 10:49 AM
9	5.91%	9/26/2022 10:39 AM
10	N/A	9/26/2022 10:36 AM
11	4%	9/26/2022 10:24 AM
12	4%	9/26/2022 10:24 AM
13	Average 19%	9/26/2022 9:40 AM
14	n/a	9/26/2022 9:12 AM
15	two 2% increases	9/26/2022 9:10 AM
16	Direct Labor only, averaged ~6%	9/26/2022 9:07 AM
17	Was dependent upon the position and the salary survey.	9/26/2022 8:50 AM
18	6%	9/26/2022 8:37 AM
19	NA	9/26/2022 8:25 AM
20	3.5%	9/26/2022 8:22 AM
21	varied	9/26/2022 8:19 AM
22	5	9/26/2022 8:13 AM
23	2.3%	9/26/2022 8:11 AM
24	Mid Year calculated into the above total for the years given previously but was 4.5% (of 7.5%) Hourly; 3.5% (of 6.5%) Salary below mgr; 2.5% (of 5.5%) Mgr and above	9/26/2022 8:06 AM
25	n/a	9/26/2022 7:54 AM
26	0	9/26/2022 7:52 AM
27	3%	9/26/2022 7:52 AM
28	3%	9/26/2022 7:45 AM

## Q5 Are you doing anything different with year-end compensation increases versus prior years?

Answered: 63 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	14.29%	9
No	85.71%	54
TOTAL		63

## Q6 If so, please describe.

Answered: 14 Skipped: 53

#	RESPONSES	DATE
1	Even though we typically do a COLA, we are leaning toward more of a merit based increase for the coming year in an attempt to reward our rock stars and encourage the sub-par employees.	9/29/2022 1:34 PM
2	Total salary review based on tenure, experience	9/26/2022 12:34 PM
3	N/A	9/26/2022 10:39 AM
4	N/A	9/26/2022 10:36 AM
5	We are discussing compensation increases currently	9/26/2022 9:46 AM
6	Only those who did not receive mid-year increases will be eligible for an increase in January. Others will be postponed until May.	9/26/2022 9:41 AM
7	n/a	9/26/2022 9:12 AM
8	We are strongly considering some sort of if/as needed inflation kicker which will likely be 1% or 1 week of pay per occurrence	9/26/2022 9:10 AM
9	Continuing to do market analysis by title, rather than across-the-board increases	9/26/2022 9:07 AM
10	Trying to increase starting salaries to attract new talent.	9/26/2022 8:23 AM
11	Market Adjustements	9/26/2022 8:13 AM
12	n/a	9/26/2022 7:54 AM
13	Doing compensation analysis and determining how base salaries and other rewards should shift.	9/26/2022 7:53 AM
14	Larger increases.	9/26/2022 7:45 AM