



REGIONAL SALARY BUDGET SURVEY

2025-2026
aaimea.org



2025-2026 Salary Budget Survey

Covering Florida, Illinois, Indiana, and Missouri

The annual Salary Budget Survey provides compensation information gathered from AAIM Members in Florida, Illinois, Indiana, and Missouri.

Please note that this survey is just a sample of data collected by AAIM from AAIM Members representing a wide variety of jobs and varying industries. Should you need compensation data on a specific geographic location or on a position not reported here, please contact the Solutions Team with your specific need at solutions.team@aaimea.org or 314-754-0236.

Thank you to all survey participants who submitted data. Your participation is vital to maintaining the strength and integrity of AAIM Employers Association surveys.

Altor Solutions
 American College of Sports
 Medicine (ACSM)
 American Metals Supply, LLC
 Apex Benefits
 Associated Transfer & Storage,
 Inc.
 Axes Physical Therapy
 BDC
 Beckwood Press
 Bohn & Daswon, Incorporated
 Central County Emergency 911
 Child Care Answers
 Citrosuco North America
 City of Casselberry
 Concordia Publishing House
 Core Natural Resources, Inc.
 Delta Dental of MO
 Developmental Disability
 Advocates
 Easterseals Midwest
 EFK Moen, LLC
 ESCO Technologies Inc.
 F.A.C.T.
 Florida Community Loan Fund
 Florida Realtors

FMC
 Functional Devices, Inc.
 Gateway Region YMCA
 Gateway Services, Inc.
 GMI Corporation
 Havco Wood Products LLC
 Hogan Transportation
 Hospice of Southern Illinois
 Humane Society of Missouri
 Illinois Central College
 Indianapolis Marion County
 Building Authority
 Kenpat
 Mackey Mitchell Architects
 Macon Construction
 Masterclock, Inc.
 MBX Biosciences, Inc
 Missouri Botanical Garden
 Missouri Enterprise
 Missouri General Insurance
 Agency
 Mosby Building Arts Ltd
 Mutual Re
 National Cart Company
 Online Labels Group LLC
 Peoria County

PINELOCH MANAGEMENT
 CORP.
 Provident Behavioral Health
 Projecto Juan Diego
 Rockford Housing Authority
 RW Troxell & Company
 saint louis zoo
 Seiler Instrument & Manufacturing
 Company, Inc.
 Service Metal Products
 Southwestern Electric
 Cooperative, Inc.
 Stupp Bros., Inc
 Switch
 The Falcon Group
 The Gund Company, Inc.
 The International Companies
 The Lutheran Church - Missouri
 Synod
 VSM Abrasives
 W.H. Maze Co
 WB Industries
 Woodhaven Association
 Yetter Manufacturing Company

This list does not include participants that opted to remain confidential.



TABLE OF CONTENTS

DEMOGRAPHIC INFORMATION 1

 OVERALL DEMOGRAPHICS 1

 FLORIDA DEMOGRAPHICS 3

 ILLINOIS DEMOGRAPHICS 5

 INDIANA DEMOGRAPHICS 7

 MISSOURI DEMOGRAPHICS 9

AVERAGE PAY INCREASES (WITHOUT ZEROS & NEGATIVES) 11

 GEOGRAPHIC AREA 11

 COMPANY SIZE 13

 SPECIFIC INDUSTRY 15

 ORGANIZATION TYPE 17

AVERAGE PAY INCREASES (INCLUDING ZEROS & NEGATIVES) 18

 GEOGRAPHIC AREA 18

 COMPANY SIZE 20

 SPECIFIC INDUSTRY 22

 ORGANIZATION TYPE 24

AVERAGE VARIABLE/BONUS AWARDS (WITHOUT ZEROS & NEGATIVES) 25

 GEOGRAPHIC AREA 25

 COMPANY SIZE 27

 SPECIFIC INDUSTRY 29

 ORGANIZATION TYPE 31

AVERAGE VARIABLE/BONUS AWARDS (INCLUDING ZEROS & NEGATIVES) 32

 GEOGRAPHIC AREA 32

 COMPANY SIZE 34

 SPECIFIC INDUSTRY 36

 ORGANIZATION TYPE 38



2025-2026 Salary Budget Survey

Covering Florida, Illinois, Indiana, and Missouri

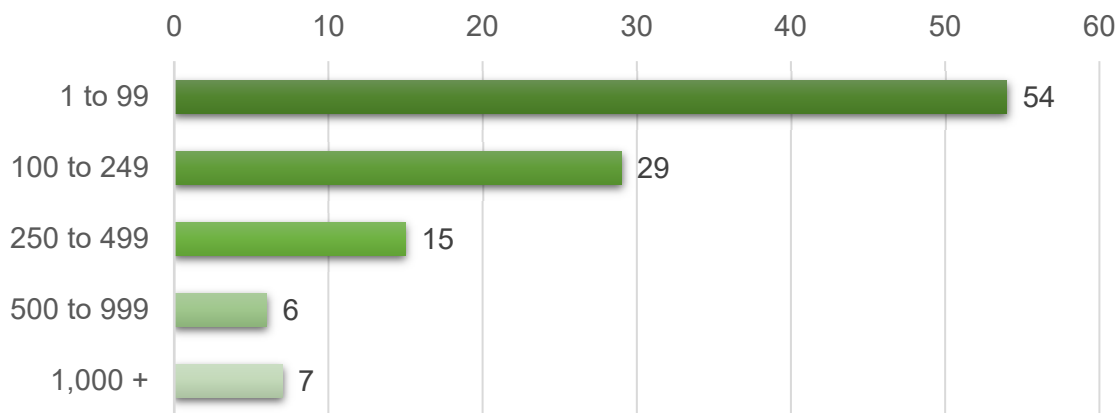
Demographic Information

A total of 111 companies responded to the survey, 13 from Florida, 28 from Illinois, 8 from Indiana, and 60 from Missouri. Each company self-selected number of employees, organization type, union type, and industry.

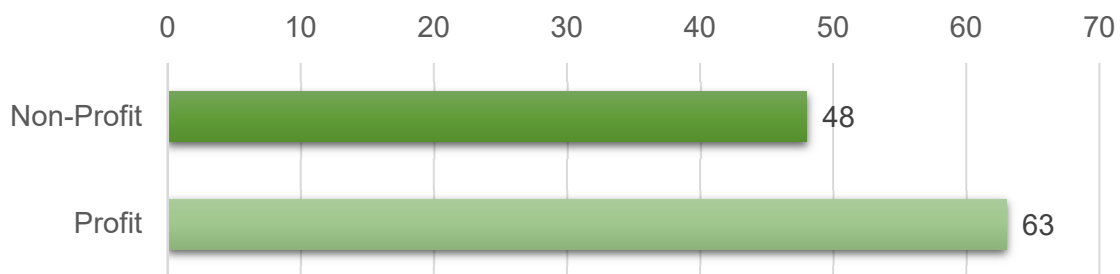
Overall Demographics

Total Number of Participants: 111

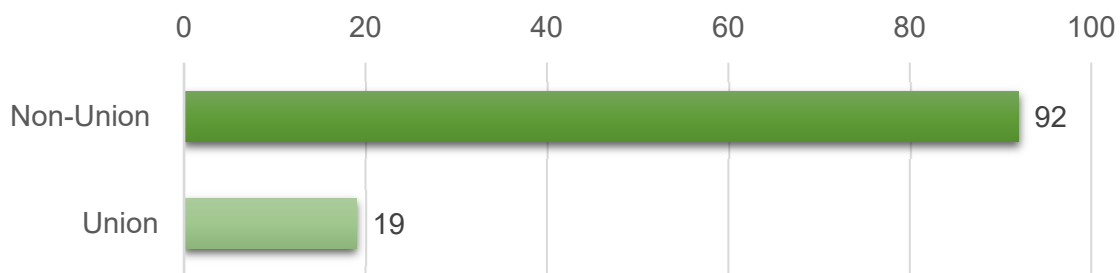
By Employee Count:



Organization Type:



Union Type:

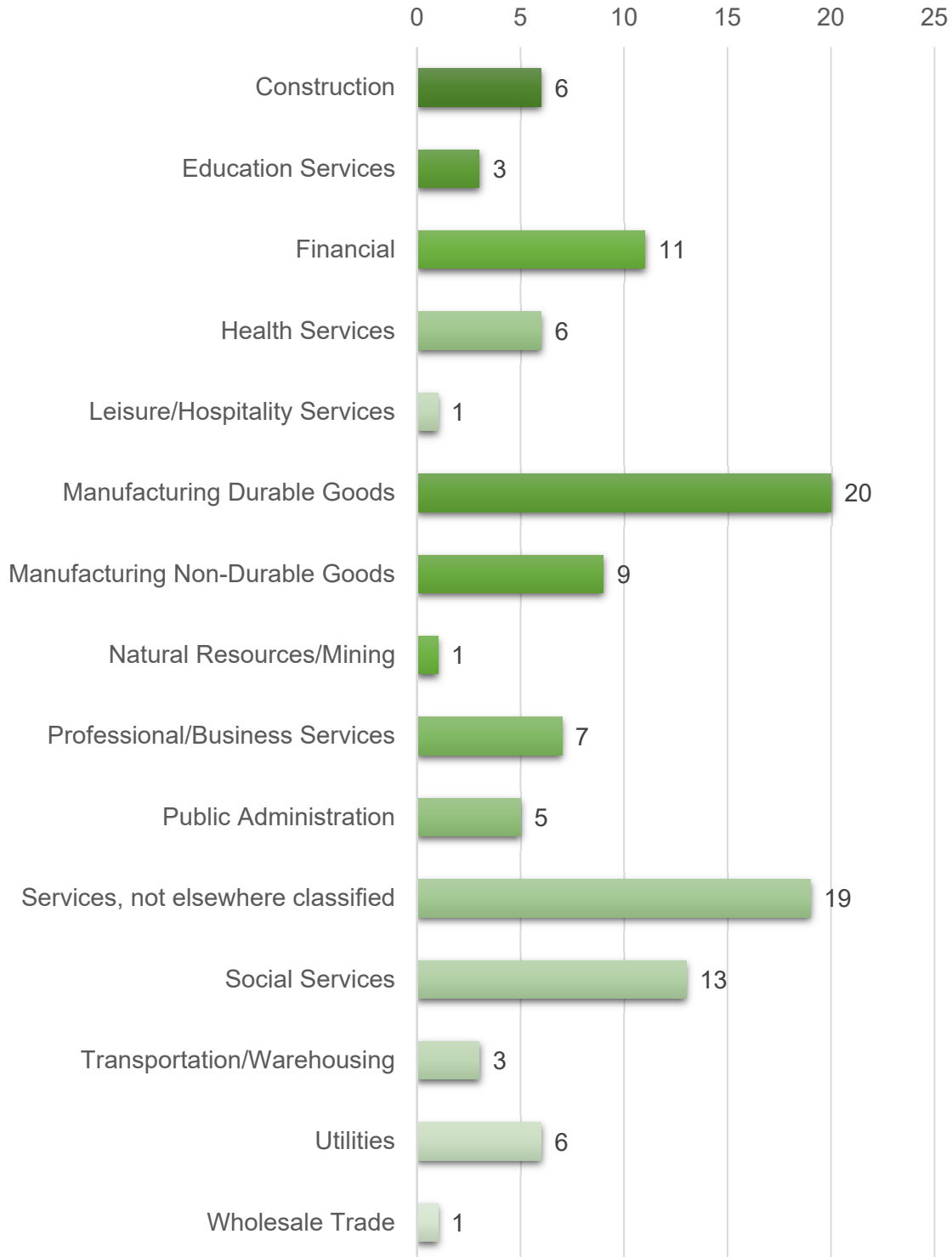




2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Overall Demographics (Continued)

Industry:



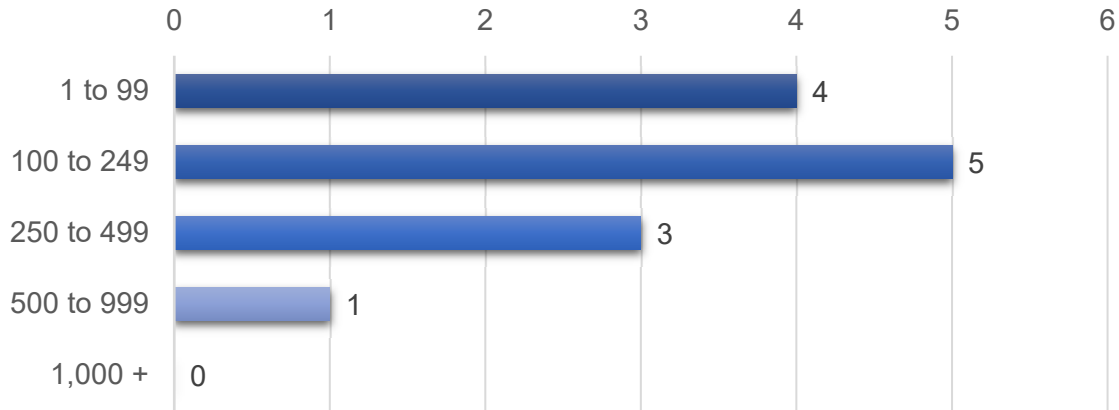


2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

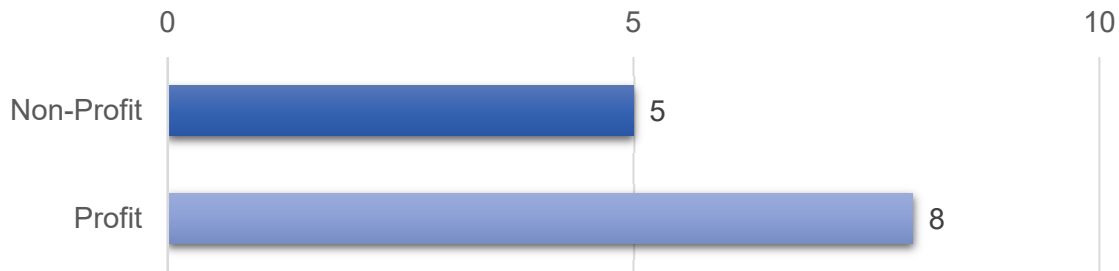
Florida Demographics

Total Number of Participants: 13

By Employee Count:



Organization Type:



Union Type:



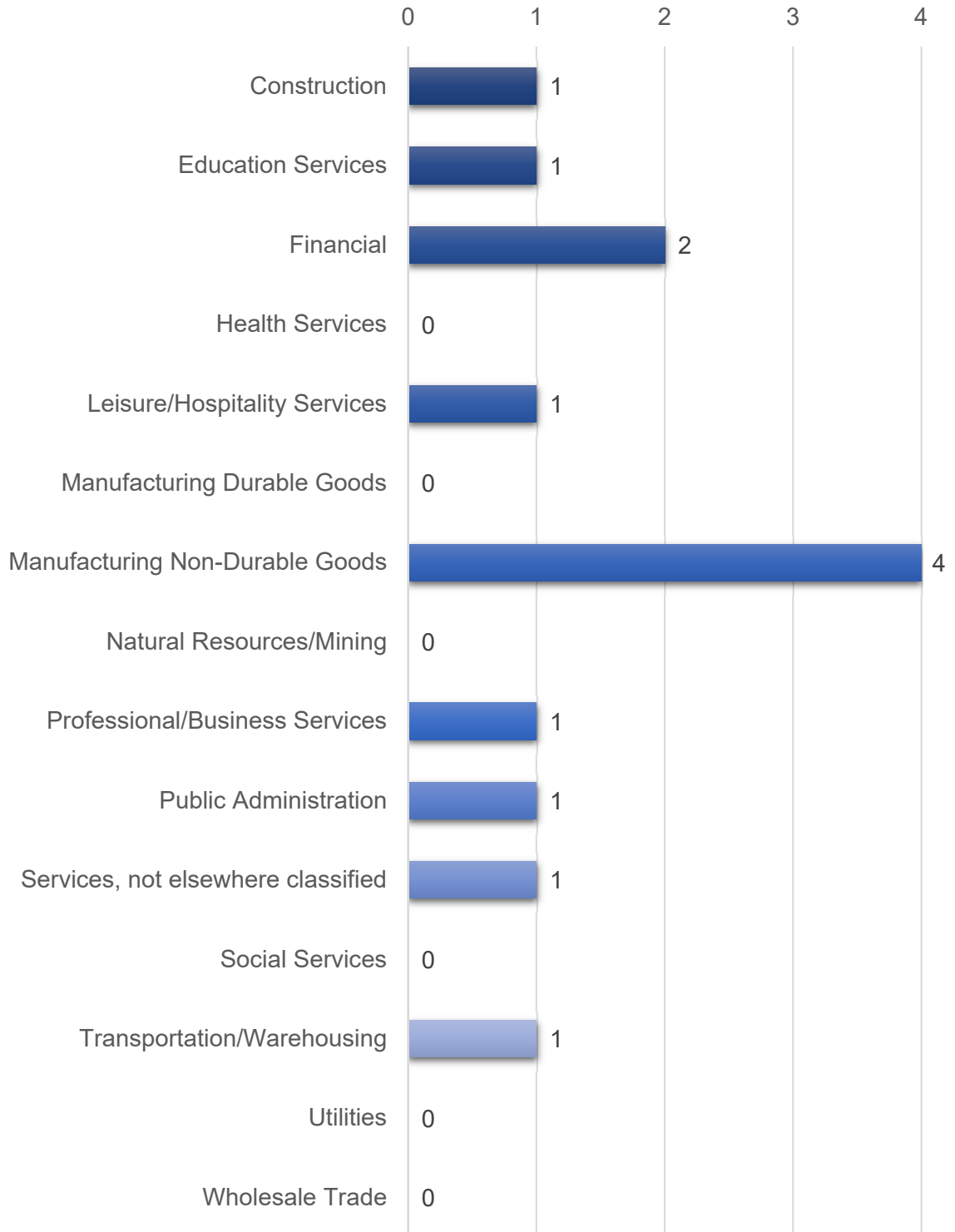


2025-2026 Salary Budget Survey

Covering Florida, Illinois, Indiana, and Missouri

Florida Demographics (Continued)

Industry:



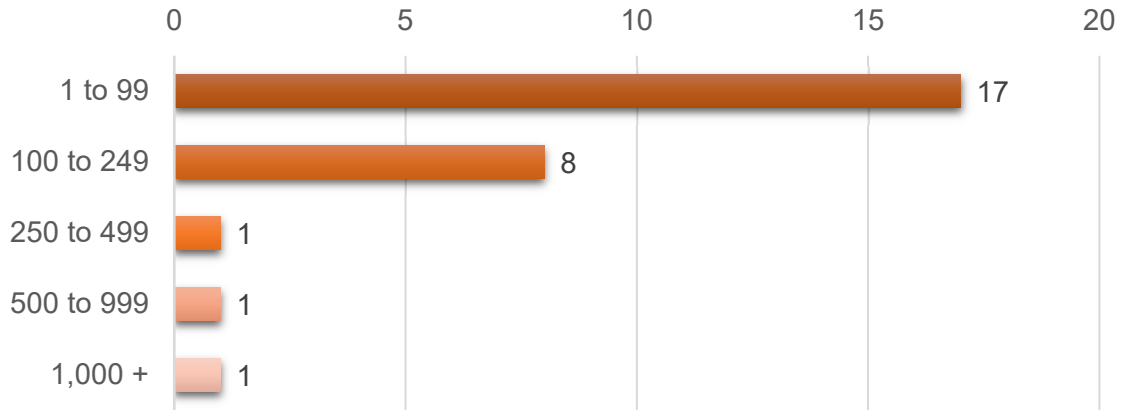


2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

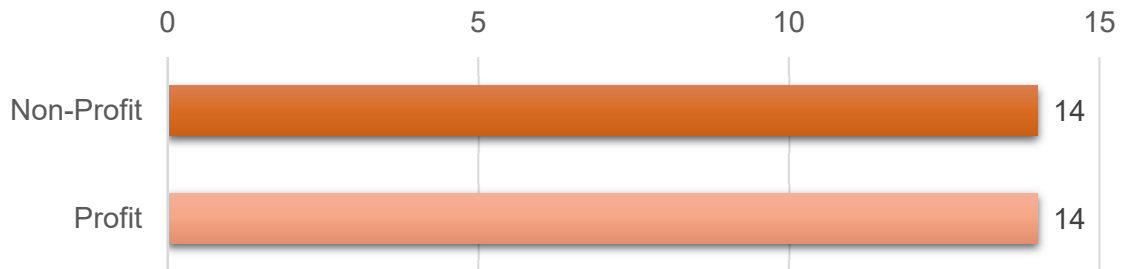
Illinois Demographics

Total Number of Participants: 28

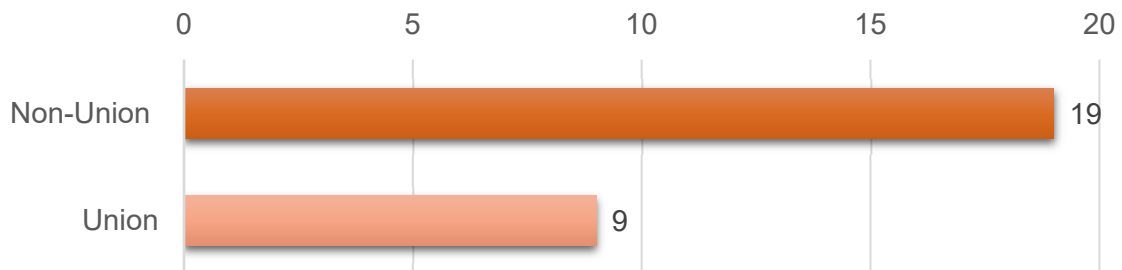
By Employee Count:



Organization Type:



Union Type:

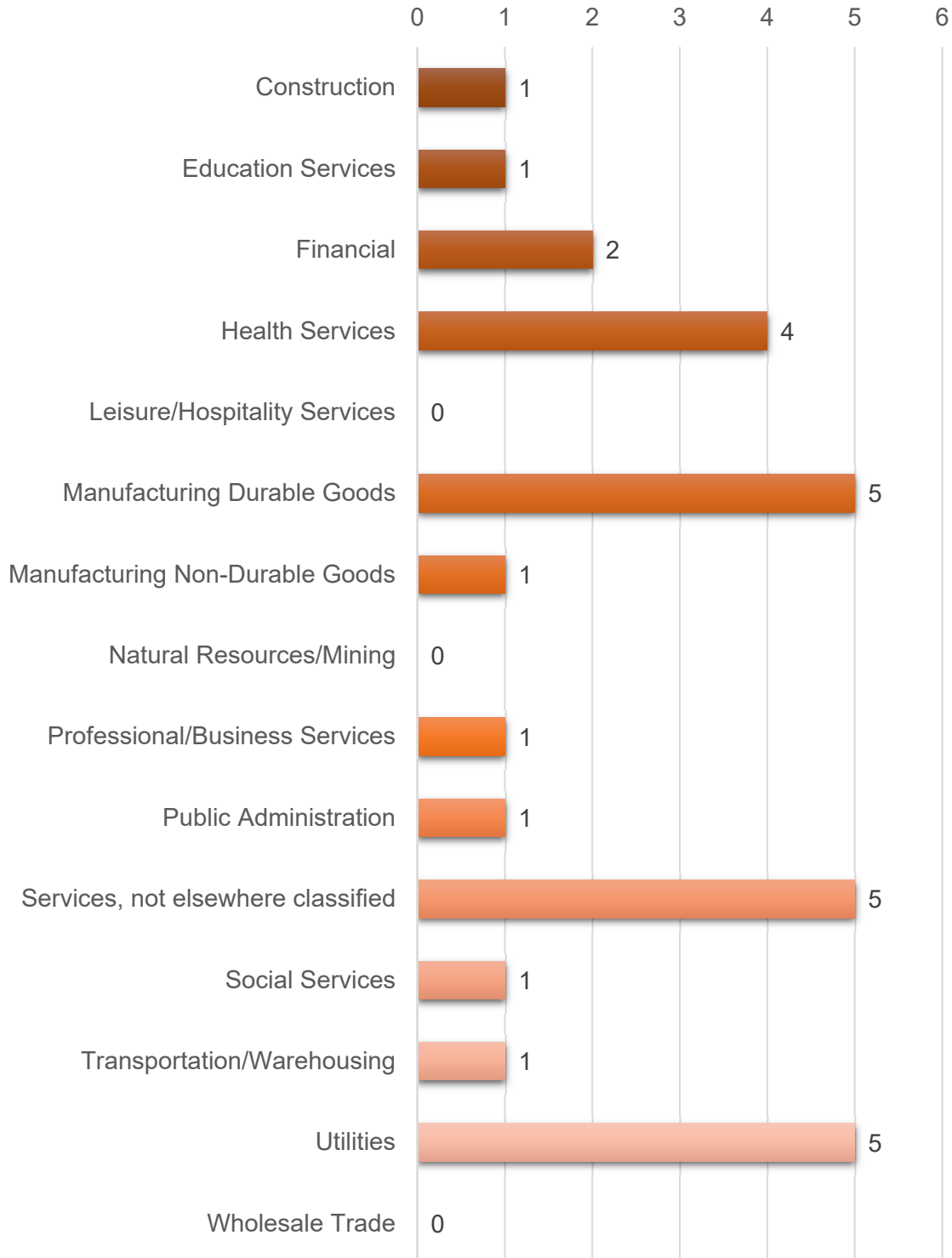




2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Illinois Demographics (Continued)

Industry:



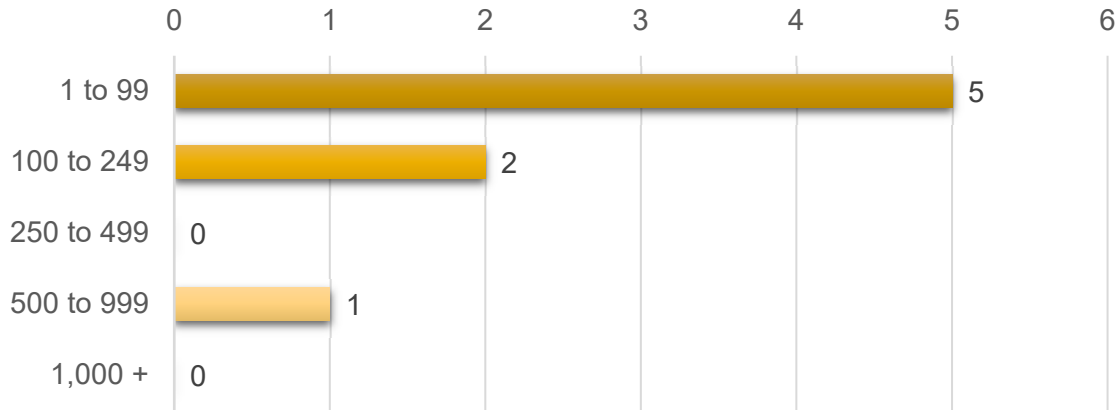


2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

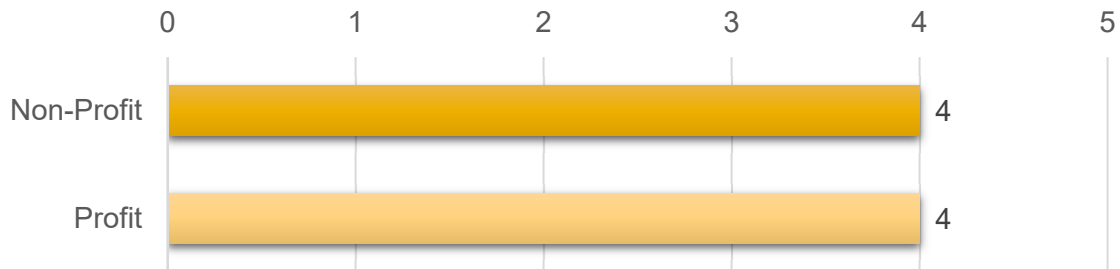
Indiana Demographics

Total Number of Participants: 8

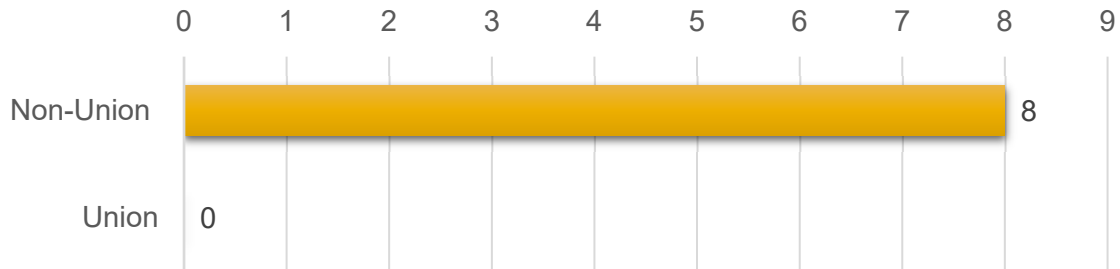
By Employee Count:



Organization Type:



Union Type:

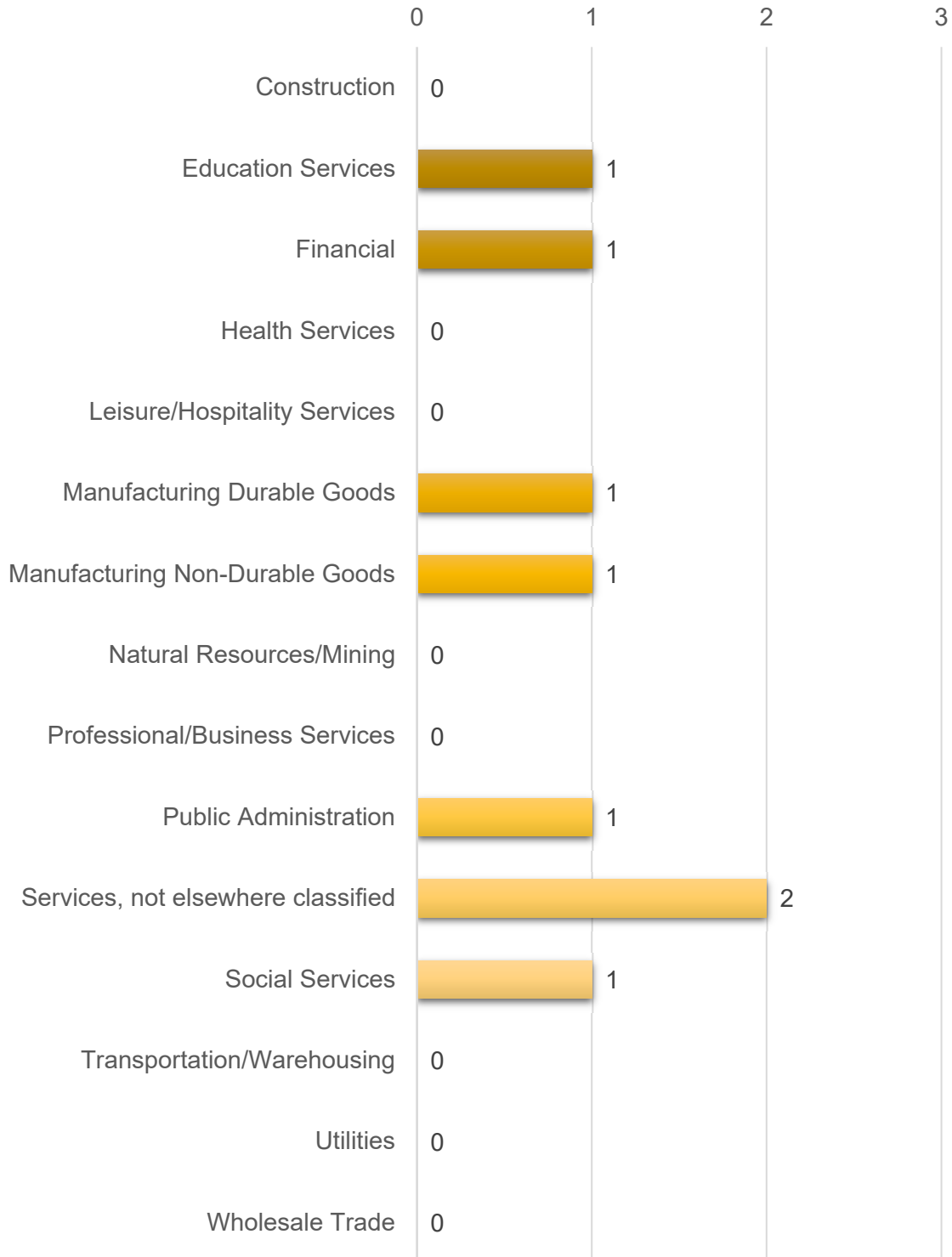




2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Indiana Demographics (Continued)

Industry:





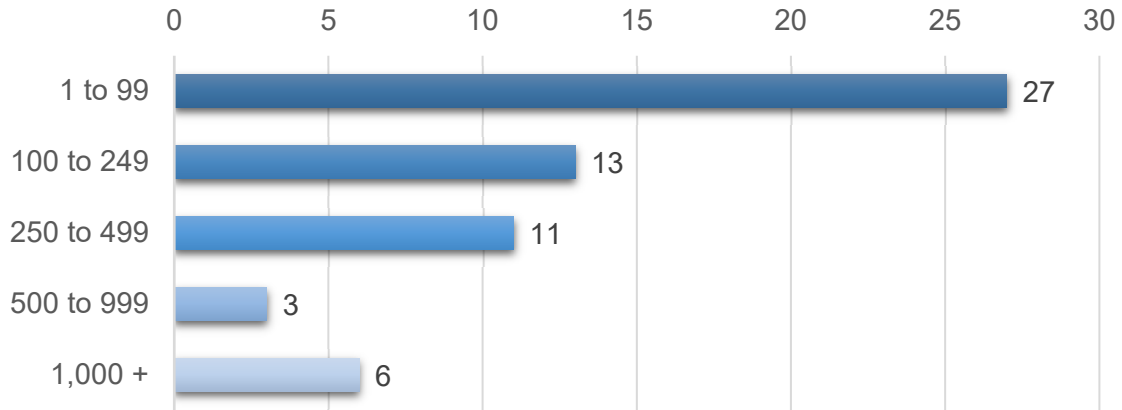
2025-2026 Salary Budget Survey

Covering Florida, Illinois, Indiana, and Missouri

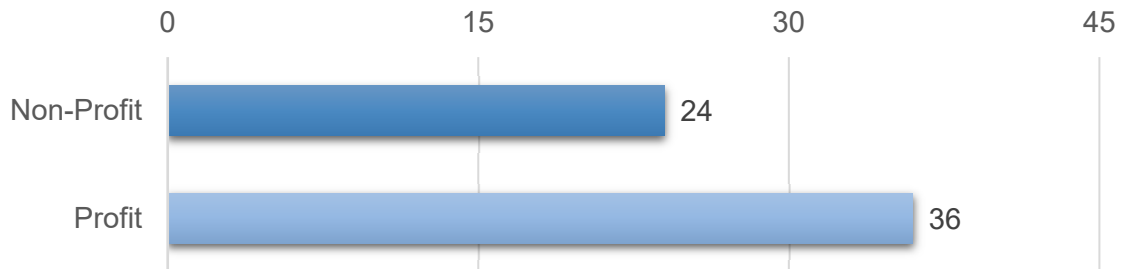
Missouri Demographics

Total Number of Participants: 60

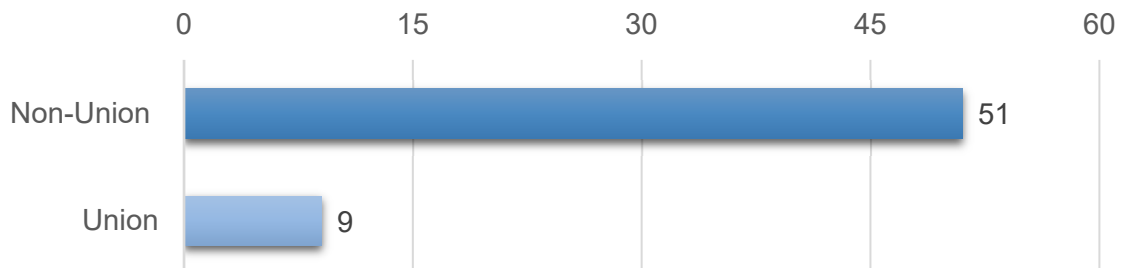
By Employee Count:



Organization Type:



Union Type:

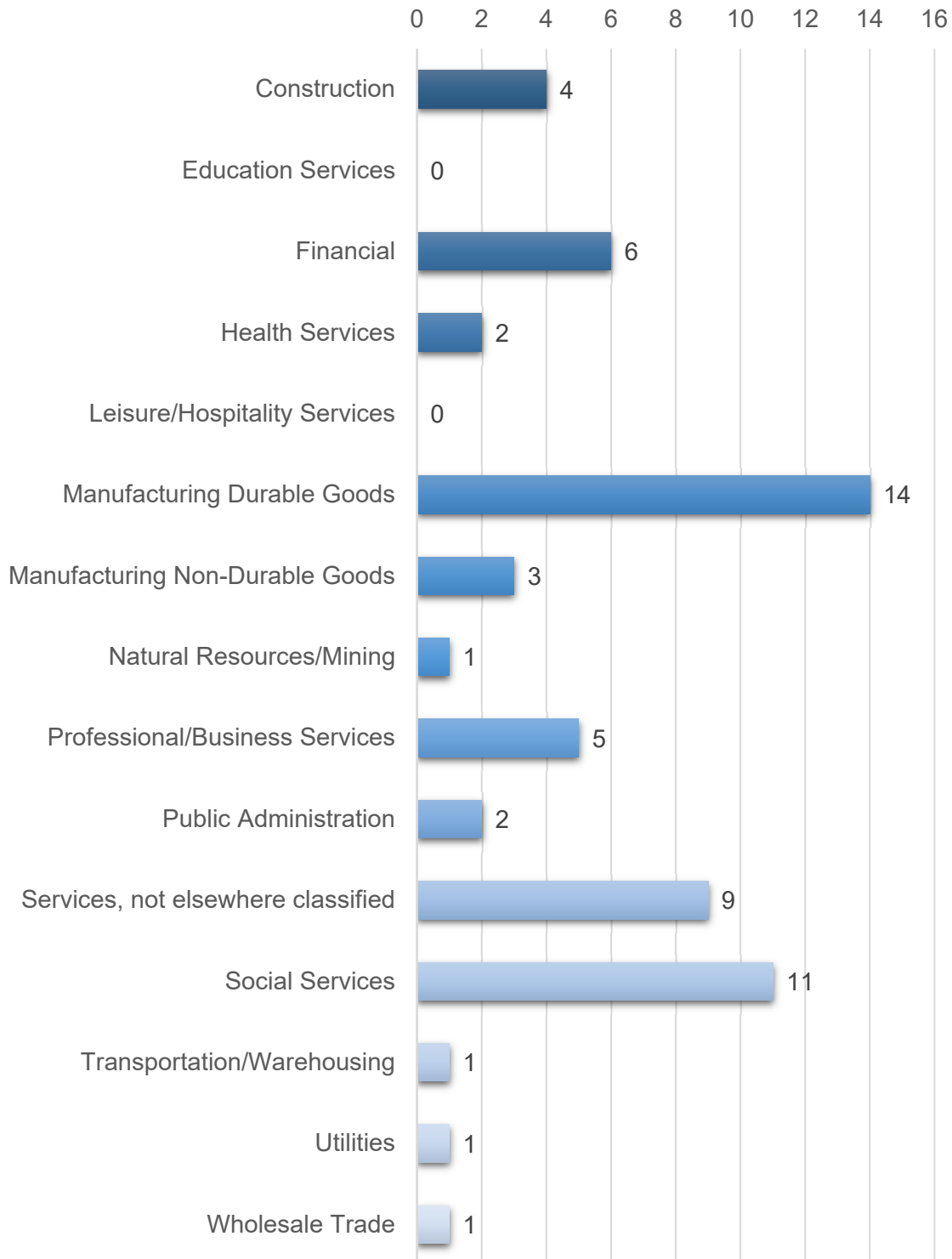




2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Missouri Demographics (Continued)

Industry:





Average Pay Increases (Without zeros & negatives)

Geographic Area

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Overall												
Manufacturing	2.9	3.6	3.7	3.7	3.4	3.6	2.9	3.3	3.5	3.5	3.0	3.3
Response Count	4	27	23	24	21		4	27	26	26	25	
Non-Manufacturing	5.4	3.6	3.9	3.9	4.4	4.0	3.5	3.5	3.5	3.7	4.3	3.8
Response Count	17	41	68	74	65		16	41	65	70	64	
All Segments Combined	4.9	3.6	3.9	3.9	4.2	3.9	3.4	3.5	3.5	3.7	4.0	3.7
Response Count	21	68	91	98	86		20	68	91	96	89	
Florida												
Manufacturing		3.0	3.0	2.8	3.0	2.9		3.0	3.0	3.0	3.0	3.0
Response Count		4	4	4	3			4	4	4	4	
Non-Manufacturing	31.1	3.0	3.8	3.3	6.3	3.6	3.5	3.3	3.7	3.7	5.2	4.0
Response Count	1	3	5	6	4		2	4	6	6	5	
All Segments Combined	31.1	3.0	3.4	3.1	4.9	3.4	3.5	3.1	3.4	3.4	4.2	3.6
Response Count	1	7	9	10	7		2	8	10	10	9	
Illinois												
Manufacturing	3.0	3.6	3.6	3.3	3.4	3.4	3.0	3.2	3.2	3.3	3.5	3.3
Response Count	2	6	5	6	5		2	6	6	6	5	
Non-Manufacturing	3.5	3.7	3.5	3.8	4.1	3.9	3.5	3.6	3.1	3.7	5.7	4.2
Response Count	7	12	19	21	15		7	12	18	21	18	
All Segments Combined	3.4	3.6	3.5	3.7	3.9	3.8	3.4	3.4	3.1	3.6	5.2	4.0
Response Count	9	18	24	27	20		9	18	24	27	23	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Geographic Area (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Indiana												
Manufacturing		3.9	3.5	4.0	3.7	3.8		3.7	3.7	3.7	3.4	3.6
Response Count		2	2	2	2			2	2	2	2	
Non-Manufacturing		4.0	3.9	3.9	3.9	3.9		4.0	3.5	3.5	3.6	3.5
Response Count		1	6	6	6			1	5	5	4	
All Segments Combined		4.0	3.8	3.9	3.9	3.9		3.8	3.5	3.5	3.6	3.5
Response Count		3	8	8	8			3	7	7	6	
Missouri												
Manufacturing	2.8	3.7	4.0	4.3	3.5	3.9	2.8	3.4	3.8	3.8	2.7	3.4
Response Count	2	15	12	12	11		2	15	14	14	14	
Non-Manufacturing	3.9	3.7	3.9	3.9	4.4	4.1	3.4	3.6	3.5	3.6	3.6	3.6
Response Count	9	25	36	39	39		7	24	34	36	36	
All Segments Combined	3.7	3.7	4.0	4.0	4.2	4.0	3.3	3.5	3.6	3.7	3.4	3.5
Response Count	11	40	48	51	50		9	39	48	50	50	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Company Size

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
1 to 99 Employees												
Manufacturing	2.5	3.5	4.0	3.9	3.3	3.7	2.5	3.4	4.1	3.8	1.6	3.2
Response Count	2	9	7	9	6		2	9	8	9	8	
Non-Manufacturing	4.0	3.8	4.1	4.0	5.0	4.2	3.5	3.5	3.3	3.7	4.1	3.7
Response Count	10	15	35	40	35		8	15	32	36	32	
All Segments Combined	3.7	3.7	4.1	4.0	4.7	4.1	3.3	3.5	3.4	3.7	3.6	3.6
Response Count	12	24	42	49	41		10	24	40	45	40	
100 to 249 Employees												
Manufacturing	3.3	3.7	3.4	3.4	3.5	3.6	3.3	3.4	3.4	3.5	3.5	3.4
Response Count	2	9	8	7	7		2	9	9	8	8	
Non-Manufacturing	31.1	3.7	4.0	4.2	3.9	4.1	3.5	3.7	4.0	3.9	5.5	4.4
Response Count	1	14	17	18	14		2	15	18	19	17	
All Segments Combined	12.5	3.7	3.8	3.9	3.7	3.9	3.4	3.6	3.8	3.8	4.8	4.1
Response Count	3	23	25	25	21		4	24	27	27	25	
250 to 499 Employees												
Manufacturing		3.8	4.0	4.0	4.0	3.8		3.1	3.1	3.3	3.3	3.2
Response Count		5	4	4	4			5	5	5	5	
Non-Manufacturing	3.0	3.5	3.3	3.4	3.5	3.5	4.0	3.6	3.5	3.5	3.5	3.5
Response Count	1	5	8	8	8		1	4	7	7	7	
All Segments Combined	3.0	3.7	3.6	3.6	3.7	3.6	4.0	3.3	3.3	3.4	3.4	3.4
Response Count	1	10	12	12	12		1	9	12	12	12	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Company Size (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
500 to 999 Employees												
Manufacturing		3.3	3.3	3.7	2.7	3.3		3.3	3.3	3.3	4.7	3.7
Response Count		3	3	3	3			3	3	3	3	
Non-Manufacturing	3.0	3.0	3.0	3.2	3.2	3.1	3.0	3.0	3.0	3.0	3.0	3.0
Response Count	1	1	2	2	2		1	1	2	2	2	
All Segments Combined	3.0	3.3	3.2	3.5	2.9	3.2	3.0	3.3	3.2	3.2	4.0	3.4
Response Count	1	4	5	5	5		1	4	5	5	5	
1000+ Employees												
Manufacturing		3.8	3.8	3.8	4.0	3.8		3.5	3.5	3.5	3.8	3.6
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing	3.6	3.5	3.8	3.9	3.9	3.8	3.3	3.2	3.5	3.6	3.6	3.5
Response Count	4	6	6	6	6		4	6	6	6	6	
All Segments Combined	3.6	3.5	3.8	3.9	3.9	3.8	3.3	3.2	3.5	3.6	3.6	3.5
Response Count	4	7	7	7	7		4	7	7	7	7	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Construction	2.0	5.4	4.0	4.3	2.8	4.6		4.5	3.0	4.5	16.0	8.3
Response Count	1	2	2	3	2			2	1	2	2	
Education Services	3.5	3.5	3.3	2.5	3.3	2.5	3.5	3.5	3.3	3.3	3.3	3.3
Response Count	1	1	2	3	2		1	1	2	2	2	
Financial (Banking, Insurance, Real Estate)	3.5	3.9	4.2	4.0	5.1	4.3		3.8	3.8	3.7	5.1	4.1
Response Count	1	5	10	10	9			5	10	10	9	
Health Services		3.7	3.4	3.6	3.6	3.6		3.7	3.4	3.4	3.4	3.4
Response Count		3	5	5	5			3	5	5	5	
Leisure/Hospitality Services		2.0	2.0	3.0		2.3		3.0	3.0	3.0		3.0
Response Count		1	1	1				1	1	1		
Manufacturing Durable Goods (useful life=3+ yrs)	2.8	3.7	4.0	4.1	3.5	3.7	2.8	3.4	3.7	3.7	2.9	3.4
Response Count	3	18	15	16	14		3	18	17	17	16	
Manufacturing Non-Durable Goods (consumed in less than 3 yrs)	3.0	3.5	3.3	3.1	3.3	3.4	3.0	3.3	3.3	3.3	3.2	3.3
Response Count	1	9	8	8	7		1	9	9	9	9	
Natural Resources/Mining	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Response Count	1	1	1	1	1		1	1	1	1	1	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Professional/ Business Services	3.0	5.5	4.7	5.0	7.6	5.7	3.0	4.5	3.9	4.2	4.4	4.3
Response Count	1	3	6	7	7		1	3	6	6	6	
Public Administration	14.7	3.9	3.9	4.1	4.1	4.1	3.7	3.6	3.6	3.9	3.9	3.9
Response Count	3	4	4	5	5		3	4	4	5	5	
Services not elsewhere classified	3.7	2.8	3.8	3.8	3.4	3.7	3.0	3.0	3.5	3.7	3.3	3.5
Response Count	3	7	17	17	15		3	6	15	16	13	
Social Services		3.4	4.3	4.1	4.4	4.1		3.3	3.5	3.5	4.0	3.6
Response Count		8	12	13	12			8	11	12	12	
Transportation/ Warehousing	2.8	3.3	3.3	3.6	4.0	3.4	2.9	3.2	3.2	3.3	3.3	3.3
Response Count	1	2	2	2	1		2	3	3	3	3	
Utilities	3.7	3.3	3.5	3.5	4.1	3.7	4.1	3.1	3.0	3.8	4.4	3.8
Response Count	5	3	5	6	5		5	3	5	6	5	
Wholesale Trade		5.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	5.0
Response Count		1	1	1	1			1	1	1	1	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Organization Type

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Non-Profit	6.7	3.3	3.7	3.6	3.8	3.6	3.6	3.3	3.2	3.5	3.7	3.5
Response Count	11	23	42	46	41		11	22	39	42	38	
Profit	2.9	3.8	4.0	4.2	4.5	4.2	3.0	3.5	3.7	3.8	4.1	3.9
Response Count	10	45	49	52	45		9	46	52	54	51	
All Segments Combined	4.9	3.6	3.9	3.9	4.2	3.9	3.4	3.5	3.5	3.7	4.0	3.7
Response Count	21	68	91	98	86		20	68	91	96	89	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Average Pay Increases (Including zeros & negatives)

Geographic Area

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Overall												
Manufacturing	1.9	3.5	3.4	3.5	3.0	3.3	2.3	3.2	3.4	3.4	2.9	3.2
Response Count	6	28	25	26	24		5	28	27	27	26	
Non-Manufacturing	3.8	3.0	3.6	3.8	3.7	3.6	2.4	3.1	3.3	3.4	3.8	3.4
Response Count	24	49	73	76	74		23	47	70	74	71	
All Segments Combined	3.4	3.2	3.6	3.7	3.6	3.5	2.4	3.1	3.3	3.4	3.5	3.4
Response Count	30	77	98	102	98		28	75	97	101	97	
Florida												
Manufacturing		3.0	3.0	2.8	2.3	2.8		3.0	3.0	3.0	3.0	3.0
Response Count		4	4	4	4			4	4	4	4	
Non-Manufacturing	15.6	1.8	2.7	2.8	3.6	2.7	2.3	2.2	2.8	2.8	3.7	2.8
Response Count	2	5	7	7	7		3	6	8	8	7	
All Segments Combined	15.6	2.3	2.8	2.8	3.1	2.8	2.3	2.5	2.8	2.8	3.5	2.9
Response Count	2	9	11	11	11		3	10	12	12	11	
Illinois												
Manufacturing	3.0	3.6	3.6	3.3	3.4	3.5	3.0	3.2	3.2	3.3	3.5	3.3
Response Count	2	6	5	6	5		2	6	6	6	5	
Non-Manufacturing	3.1	3.4	3.3	3.8	3.2	3.4	3.1	3.3	2.8	3.7	5.4	3.8
Response Count	8	13	20	21	19		8	13	20	21	19	
All Segments Combined	3.1	3.4	3.4	3.7	3.3	3.4	3.1	3.3	2.9	3.6	5.0	3.7
Response Count	10	19	25	27	24		10	19	26	27	24	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Geographic Area (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Indiana												
Manufacturing	0.0	3.9	3.5	4.0	3.7	3.8	0.0	3.7	3.7	3.7	3.4	3.6
Response Count	1	2	2	2	2		1	2	2	2	2	
Non-Manufacturing	0.0	4.0	3.9	3.9	3.9	3.9	0.0	4.0	3.5	2.1	0.8	2.6
Response Count	1	1	6	6	6		1	1	5	6	6	
All Segments Combined	0.0	4.0	3.8	3.9	3.9	3.9	0.0	3.8	3.5	2.5	1.4	2.8
Response Count	2	3	8	8	8		2	3	7	8	8	
Missouri												
Manufacturing	1.8	3.5	3.5	3.7	2.9	3.4	2.8	3.2	3.6	3.5	2.6	3.2
Response Count	3	16	14	14	13		2	16	15	15	15	
Non-Manufacturing	2.9	3.2	3.7	3.8	4.0	3.7	2.4	3.3	3.4	3.5	3.5	3.4
Response Count	12	29	38	40	40		10	26	35	37	37	
All Segments Combined	2.7	3.3	3.7	3.8	3.8	3.6	2.4	3.3	3.4	3.5	3.2	3.4
Response Count	15	45	52	54	53		12	42	50	52	52	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Company Size

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
1 to 99 Employees												
Manufacturing	1.7	3.2	3.5	3.5	2.4	3.2	1.7	3.1	3.6	3.4	1.4	2.9
Response Count	3	10	8	10	8		3	10	9	10	9	
Non-Manufacturing	3.1	2.6	3.8	3.9	4.1	3.6	2.6	2.6	3.1	3.3	3.2	3.1
Response Count	13	22	38	41	40		11	20	35	39	38	
All Segments Combined	2.8	2.8	3.7	3.8	3.8	3.5	2.4	2.8	3.2	3.3	2.9	3.0
Response Count	16	32	46	51	48		14	30	44	49	47	
100 to 249 Employees												
Manufacturing	3.3	3.7	3.1	3.0	3.0	3.2	3.3	3.4	3.4	3.5	3.5	3.4
Response Count	2	9	9	8	8		2	9	9	8	8	
Non-Manufacturing	7.8	3.7	3.8	4.2	3.2	3.7	1.4	3.7	3.8	3.9	5.5	4.2
Response Count	4	14	18	18	17		5	15	19	19	17	
All Segments Combined	6.3	3.7	3.5	3.8	3.1	3.5	1.9	3.6	3.7	3.8	4.8	4.0
Response Count	6	23	27	26	25		7	24	28	27	25	
250 to 499 Employees												
Manufacturing	0.0	3.8	4.0	4.0	4.0	4.0		3.1	3.1	3.3	3.3	3.2
Response Count	1	5	4	4	4			5	5	5	5	
Non-Manufacturing	3.0	3.5	3.3	3.4	3.5	3.5	4.0	3.6	3.5	3.5	3.5	3.5
Response Count	1	5	8	8	8		1	4	7	7	7	
All Segments Combined	1.5	3.7	3.6	3.6	3.7	3.6	4.0	3.3	3.3	3.4	3.4	3.4
Response Count	2	10	12	12	12		1	9	12	12	12	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Company Size (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
500 to 999 Employees												
Manufacturing		3.3	3.3	3.7	2.7	3.3		3.3	3.3	3.3	4.7	3.7
Response Count		3	3	3	3			3	3	3	3	
Non-Manufacturing	1.5	1.5	2.0	2.1	2.1	1.9	1.5	1.5	2.0	2.0	2.0	1.9
Response Count	2	2	3	3	3		2	2	3	3	3	
All Segments Combined	1.5	2.6	2.7	2.9	2.4	2.6	1.5	2.6	2.7	2.7	3.3	2.8
Response Count	2	5	6	6	6		2	5	6	6	6	
1000+ Employees												
Manufacturing		3.8	3.8	3.8	4.0	3.8		3.5	3.5	3.5	3.8	3.6
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing	3.6	3.5	3.8	3.9	3.9	3.8	3.3	3.2	3.5	3.6	3.6	3.5
Response Count	4	6	6	6	6		4	6	6	6	6	
All Segments Combined	3.6	3.5	3.8	3.9	3.9	3.8	3.3	3.2	3.5	3.6	3.6	3.5
Response Count	4	7	7	7	7		4	7	7	7	7	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Construction	1.0	3.6	2.7	4.3	1.8	3.1	0.0	4.5	1.5	4.5	16.0	6.6
Response Count	2	3	3	3	3		1	2	2	2	2	
Education Services	3.5	1.8	2.2	2.5	2.2	2.1	3.5	1.8	2.2	2.2	2.2	2.1
Response Count	1	2	3	3	3		1	2	3	3	3	
Financial (Banking, Insurance, Real Estate)	3.5	3.3	3.8	3.6	3.6	3.6		3.8	3.8	3.7	5.1	4.1
Response Count	1	6	11	11	10			5	10	10	9	
Health Services		3.7	3.4	3.6	3.6	3.6		3.7	3.4	3.4	3.4	3.5
Response Count		3	5	5	5			3	5	5	5	
Leisure/Hospitality Services		2.0	2.0	3.0	0.0	1.8		3.0	3.0	3.0		3.0
Response Count		1	1	1	1			1	1	1		
Manufacturing Durable Goods (useful life=3+ yrs)	2.1	3.5	3.7	3.8	3.3	3.6	2.8	3.2	3.5	3.5	2.7	3.2
Response Count	4	19	16	17	15		3	19	18	18	17	
Manufacturing Non-Durable Goods (consumed in less than 3 yrs)	1.5	3.5	2.9	2.8	2.5	2.9	1.5	3.3	3.3	3.3	3.2	3.3
Response Count	2	9	9	9	9		2	9	9	9	9	
Natural Resources/Mining	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Response Count	1	1	1	1	1		1	1	1	1	1	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry (Continued)

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Professional/ Business Services	1.0	4.1	4.0	5.0	7.6	5.2	1.0	3.4	3.4	3.6	3.8	3.5
Response Count	3	4	7	7	7		3	4	7	7	7	
Public Administration	11.0	3.9	3.9	4.1	4.1	4.0	2.8	3.6	3.6	3.9	3.9	3.8
Response Count	4	4	4	5	5		4	4	4	5	5	
Services not elsewhere classified	2.2	1.9	3.5	3.6	2.8	3.0	1.8	2.0	3.2	3.5	2.5	2.8
Response Count	5	10	18	18	18		5	9	17	17	17	
Social Services	0.0	3.0	4.3	4.1	4.1	3.9	0.0	2.9	3.5	2.9	2.9	3.1
Response Count	1	9	12	13	13		1	9	11	13	13	
Transportation/ Warehousing	2.8	3.3	3.3	3.6	2.0	3.0	2.9	3.2	3.2	3.3	3.3	3.3
Response Count	1	2	2	2	2		2	3	3	3	3	
Utilities	3.7	3.3	3.5	3.5	4.1	3.6	4.1	3.1	3.0	3.8	4.4	3.6
Response Count	5	3	5	6	5		5	3	5	6	5	
Wholesale Trade		5.0	5.0	5.0	5.0	5.0		5.0	5.0	5.0	5.0	5.0
Response Count		1	1	1	1			1	1	1	1	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Organization Type

	Actual Pay Increases 7/1/2024 to 6/30/2025						Projected Pay Increases 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Non-Profit	4.6	2.7	3.5	3.6	3.4	3.3	2.5	2.7	3.0	3.1	3.0	3.0
Response Count	16	28	44	46	46		16	27	42	45	44	
Profit	2.1	3.5	3.7	3.9	3.7	3.7	2.3	3.4	3.5	3.7	4.0	3.6
Response Count	14	49	54	56	52		12	48	55	56	53	
All Segments Combined	3.4	3.2	3.6	3.7	3.6	3.5	2.4	3.1	3.3	3.4	3.5	3.4
Response Count	30	77	98	102	98		28	75	97	101	97	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Average Variable/Bonus Awards (Without zeros & negatives)

Geographic Area

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Overall												
Manufacturing	6.0	3.5	7.1	12.4	23.4	10.6	6.0	4.0	7.0	12.6	28.1	11.6
Response Count	1	7	7	7	8		1	8	8	8	7	
Non-Manufacturing		5.9	5.5	8.0	16.2	8.8		6.0	5.6	8.2	16.3	8.6
Response Count		10	19	21	19			10	19	20	20	
All Segments Combined	6.0	4.9	5.9	9.1	18.4	9.3	6.0	5.1	6.0	9.5	19.3	9.4
Response Count	1	17	26	28	27		1	18	27	28	27	
Florida												
Manufacturing												
Response Count												
Non-Manufacturing			23.0	20.5	22.0	21.3			23.0	21.0	24.0	22.7
Response Count			1	2	2				1	1	1	
All Segments Combined			23.0	20.5	22.0	21.3			23.0	21.0	24.0	22.7
Response Count			1	2	2				1	1	1	
Illinois												
Manufacturing		2.7	1.9	5.0	5.0	3.6		3.7	2.6	5.0	7.0	4.6
Response Count		1	1	1	2			1	1	1	1	
Non-Manufacturing		8.0	5.5	6.7	7.5	5.6		7.5	5.3	7.5	15.0	6.9
Response Count		2	4	4	2			2	4	4	3	
All Segments Combined		6.2	4.8	6.4	6.3	5.0		6.2	4.7	7.0	13.0	6.5
Response Count		3	5	5	4			3	5	5	4	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Geographic Area (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Indiana												
Manufacturing		1.5	5.0	6.0	20.0	8.1		4.0	5.0	6.0	20.0	8.8
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing		3.0	2.0	1.0	5.0	2.7		1.0	1.0	1.0	4.0	2.1
Response Count		1	2	1	1			1	2	1	2	
All Segments Combined		2.3	3.0	3.5	12.5	4.5		2.5	2.3	3.5	9.3	3.8
Response Count		2	3	2	2			2	3	2	3	
Missouri												
Manufacturing	6.0	4.0	8.6	15.2	31.4	13.4	6.0	4.0	8.0	15.0	34.0	13.0
Response Count	1	5	5	5	5		1	6	6	6	5	
Non-Manufacturing		5.6	4.7	7.4	18.6	9.4		6.2	5.1	8.4	18.8	9.9
Response Count		7	11	13	13			7	11	13	13	
All Segments Combined	6.0	5.0	5.9	9.6	22.1	10.5	6.0	5.2	6.1	10.5	23.1	10.8
Response Count	1	12	16	18	18		1	13	17	19	18	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Company Size

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
1 to 99 Employees												
Manufacturing		2.7	1.9	5.0	7.0	4.2		3.7	2.6	5.0	7.0	4.6
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing		5.7	6.1	7.3	15.6	7.7		5.1	5.9	7.2	13.3	7.1
Response Count		5	12	12	9			5	12	12	11	
All Segments Combined		5.2	5.8	7.1	14.8	7.4		4.9	5.6	7.0	12.8	6.9
Response Count		6	13	13	10			6	13	13	12	
100 to 249 Employees												
Manufacturing	6.0	3.2	10.3	14.0	21.3	10.1	6.0	4.0	10.7	14.3	28.3	12.4
Response Count	1	3	3	3	4		1	3	3	3	3	
Non-Manufacturing		6.3	3.9	8.1	13.0	8.0		6.0	3.8	9.4	13.7	8.2
Response Count		4	5	4	5			4	5	4	5	
All Segments Combined	6.0	4.9	6.3	10.6	16.7	8.9	6.0	5.1	6.4	11.5	19.2	9.7
Response Count	1	7	8	7	9		1	7	8	7	8	
250 to 499 Employees												
Manufacturing								4.0	4.0	8.0		5.3
Response Count								1	1	1		
Non-Manufacturing			6.0	11.0	16.0	12.2			6.0	7.5	17.5	10.6
Response Count			1	3	3				1	2	2	
All Segments Combined			6.0	11.0	16.0	12.2		4.0	5.0	7.7	17.5	8.8
Response Count			1	3	3			1	2	3	2	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Company Size (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
500 to 999 Employees												
Manufacturing		5.0	6.0	12.5	27.5	12.8		5.0	6.0	12.5	27.5	12.8
Response Count		2	2	2	2			2	2	2	2	
Non-Manufacturing												
Response Count												
All Segments Combined		5.0	6.0	12.5	27.5	12.8		5.0	6.0	12.5	27.5	12.8
Response Count		2	2	2	2			2	2	2	2	
1,000 + Employees												
Manufacturing		2.0	5.0	15.0	40.0	15.5		2.0	5.0	20.0	50.0	19.3
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing		5.0	5.0	7.5	27.5	15.0		10.0	10.0	12.5	37.5	20.0
Response Count		1	1	2	2			1	1	2	2	
All Segments Combined		3.5	5.0	10.0	31.7	15.2		6.0	7.5	15.0	41.7	19.8
Response Count		2	2	3	3			2	2	3	3	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Specific Industry

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Construction		10.0	8.5	18.2	22.5	17.5		10.0	9.0	16.4	25.0	15.1
Response Count		1	1	2	2			1	1	1	1	
Financial (Banking, Insurance, Real Estate)		5.8	7.4	9.2	15.1	9.9		5.8	7.4	10.1	19.7	11.2
Response Count		2	6	7	6			2	6	7	6	
Manufacturing Durable Goods (useful life=3+ yrs)	6.0	3.7	6.7	11.2	25.7	11.8	6.0	4.2	6.5	11.6	27.8	11.7
Response Count	1	6	6	6	6		1	7	7	7	6	
Manufacturing Non-Durable Goods (consumed in less than 3 yrs)		2.0	10.0	20.0	16.5	8.3		2.0	10.0	20.0	30.0	11.0
Response Count		1	1	1	2			1	1	1	1	
Natural Resources/Mining		5.0	5.0	10.0	20.0	10.0		10.0	10.0	20.0	40.0	20.0
Response Count		1	1	1	1			1	1	1	1	
Professional/ Business Services		6.0	4.5	6.0	25.0	11.9		6.0	4.5	6.5	19.3	9.9
Response Count		1	2	2	3			1	2	2	3	
Public Administration		3.0	3.0			3.0		1.0	1.0			1.0
Response Count		1	1					1	1			

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Services not elsewhere classified		3.5	4.8	5.5	7.2	5.3		3.0	4.6	5.2	6.3	5.1
Response Count		2	5	6	6			2	5	6	7	
Social Services			2.0			2.0			2.0			2.0
Response Count			1						1			
Transportation/ Warehousing		6.0	6.0	4.4	35.0	12.6		5.0	5.0	5.0	20.0	12.5
Response Count		1	1	2	1			1	1	2	2	
Utilities			2.0	3.0		2.5			2.0	3.0		2.5
Response Count			1	1					1	1		
Wholesale Trade		10.0				10.0		10.0				10.0
Response Count		1						1				

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Organization Type

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Non-Profit		2.5	6.5	8.5	12.7	7.5		2.0	6.4	8.7	11.4	7.0
Response Count		2	8	6	6			2	8	6	7	
Profit	6.0	5.2	5.7	9.3	20.0	10.0	6.0	5.5	5.8	9.7	22.1	10.5
Response Count	1	15	18	22	21		1	16	19	22	20	
All Segments Combined	6.0	4.9	5.9	9.1	18.4	9.3	6.0	5.1	6.0	9.5	19.3	9.4
Response Count	1	17	26	28	27		1	18	27	28	27	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Average Variable/Bonus Awards (Including zeros & negatives)

Geographic Area

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Overall												
Manufacturing	6.0	3.5	7.1	12.4	23.4	11.6	6.0	4.0	7.0	12.6	24.6	12.0
Response Count	1	7	7	7	8		1	8	8	8	8	
Non-Manufacturing	0.0	4.9	5.0	7.6	14.0	7.9	0.0	5.0	5.0	7.8	15.5	8.3
Response Count	3	12	21	22	22		3	12	21	21	21	
All Segments Combined	1.5	4.4	5.5	8.8	16.5	8.8	1.5	4.6	5.6	9.1	18.0	9.3
Response Count	4	19	28	29	30		4	20	29	29	29	
Florida												
Manufacturing												
Response Count												
Non-Manufacturing			23.0	20.5	22.0	21.8			23.0	21.0	24.0	22.7
Response Count			1	2	2				1	1	1	
All Segments Combined			23.0	20.5	22.0	21.8			23.0	21.0	24.0	22.7
Response Count	1	4	6	5	5		1	4	6	5	5	
Illinois												
Manufacturing		2.7	1.9	5.0	5.0	3.7		3.7	2.6	5.0	3.5	3.7
Response Count		1	1	1	2			1	1	1	2	
Non-Manufacturing	0.0	5.3	4.4	6.7	5.0	5.4	0.0	5.0	4.2	7.5	15.0	7.9
Response Count	1	3	5	4	3		1	3	5	4	3	
All Segments Combined	0.0	4.7	4.0	6.4	5.0	5.0	0.0	4.7	3.9	7.0	10.4	6.5
Response Count	1	4	6	5	5		1	4	6	5	5	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Geographic Area (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Indiana												
Manufacturing		1.5	5.0	6.0	20.0	8.1		4.0	5.0	6.0	20.0	8.8
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing	0.0	3.0	2.0	0.5	1.7	1.8	0.0	1.0	1.0	0.5	2.7	1.3
Response Count	1	1	2	2	3		1	1	2	2	3	
All Segments Combined	0.0	2.3	3.0	2.3	6.3	3.5	0.0	2.5	2.3	2.3	7.0	3.5
Response Count	1	2	3	3	4		1	2	3	3	4	
Missouri												
Manufacturing	6.0	4.0	8.6	15.2	31.4	14.8	6.0	4.0	8.0	15.0	34.0	15.3
Response Count	1	5	5	5	5		1	6	6	6	5	
Non-Manufacturing	0.0	4.9	4.3	7.4	18.6	8.8	0.0	5.4	4.7	8.4	18.8	9.3
Response Count	1	8	12	13	13		1	8	12	13	13	
All Segments Combined	3.0	4.6	5.6	9.6	22.1	10.5	3.0	4.8	5.8	10.5	23.1	11.0
Response Count	2	13	17	18	18		2	14	18	19	18	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Company Size

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
1 to 99 Employees												
Manufacturing		2.7	1.9	5.0	7.0	4.2		3.7	2.6	5.0	7.0	4.6
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing	0.0	4.8	5.7	7.3	12.8	7.6	0.0	4.3	5.4	7.2	13.3	7.5
Response Count	1	6	13	12	11		1	6	13	12	11	
All Segments Combined	0.0	4.5	5.4	7.1	12.3	7.3	0.0	4.2	5.2	7.0	12.8	7.3
Response Count	1	7	14	13	12		1	7	14	13	12	
100 to 249 Employees												
Manufacturing	6.0	3.2	10.3	14.0	21.3	12.2	6.0	4.0	10.7	14.3	21.3	12.6
Response Count	1	3	3	3	4		1	3	3	3	4	
Non-Manufacturing	0.0	6.3	3.9	6.5	10.8	6.9	0.0	6.0	3.8	7.5	11.4	7.2
Response Count	1	4	5	5	6		1	4	5	5	6	
All Segments Combined	3.0	4.9	6.3	9.3	15.0	8.9	3.0	5.1	6.4	10.1	15.4	9.2
Response Count	2	7	8	8	10		2	7	8	8	10	
250 to 499 Employees												
Manufacturing								4.0	4.0	8.0		5.3
Response Count								1	1	1		
Non-Manufacturing	0.0	0.0	3.0	11.0	16.0	7.5	0.0	0.0	3.0	7.5	17.5	7.0
Response Count	1	1	2	3	3		1	1	2	2	2	
All Segments Combined	0.0	0.0	3.0	11.0	16.0	7.5	0.0	2.0	3.3	7.7	17.5	7.6
Response Count	1	1	2	3	3		1	2	3	3	2	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Company Size (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
500 to 999 Employees												
Manufacturing		5.0	6.0	12.5	27.5	12.8		5.0	6.0	12.5	27.5	12.8
Response Count		2	2	2	2			2	2	2	2	
Non-Manufacturing												
Response Count												
All Segments Combined		5.0	6.0	12.5	27.5	12.8		5.0	6.0	12.5	27.5	12.8
Response Count		2	2	2	2			2	2	2	2	
1000+ Employees												
Manufacturing		2.0	5.0	15.0	40.0	15.5		2.0	5.0	20.0	50.0	19.3
Response Count		1	1	1	1			1	1	1	1	
Non-Manufacturing		5.0	5.0	7.5	27.5	11.3		10.0	10.0	12.5	37.5	17.5
Response Count		1	1	2	2			1	1	2	2	
All Segments Combined		3.5	5.0	10.0	31.7	12.5		6.0	7.5	15.0	41.7	17.5
Response Count		2	2	3	3			2	2	3	3	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



2025-2026 Salary Budget Survey Covering Florida, Illinois, Indiana, and Missouri

Specific Industry

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Construction		10.0	8.5	18.2	22.5	14.8		10.0	9.0	16.4	25.0	15.1
Response Count		1	1	2	2			1	1	1	1	
Financial (Banking, Insurance, Real Estate)		5.8	7.4	9.2	15.1	9.4		5.8	7.4	10.1	19.7	10.7
Response Count		2	6	7	6			2	6	7	6	
Manufacturing Durable Goods (useful life=3+ yrs)	6.0	3.7	6.7	11.2	25.7	11.8	6.0	4.2	6.5	11.6	27.8	12.5
Response Count	1	6	6	6	6		1	7	7	7	6	
Manufacturing Non-Durable Goods (consumed in less than 3 yrs)		2.0	10.0	20.0	16.5	12.1		2.0	10.0	20.0	15.0	11.8
Response Count		1	1	1	2			1	1	1	2	
Natural Resources/Mining		5.0	5.0	10.0	20.0	10.0		10.0	10.0	20.0	40.0	20.0
Response Count		1	1	1	1			1	1	1	1	
Professional/Business Services		6.0	4.5	6.0	25.0	10.4		6.0	4.5	6.5	19.3	9.1
Response Count		1	2	2	3			1	2	2	3	
Public Administration	0.0	3.0	3.0	0.0	0.0	1.5	0.0	1.0	1.0	0.0	0.0	0.5
Response Count	1	1	1	1	1		1	1	1	1	1	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Specific Industry (Continued)

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Services not elsewhere classified	0.0	1.8	3.4	5.5	6.1	4.2	0.0	1.5	3.3	5.2	6.3	4.1
Response Count	2	4	7	6	7		2	4	7	6	7	
Social Services			2.0			2.0			2.0			2.0
Response Count			1						1			
Transportation/ Warehousing		6.0	6.0	4.4	17.5	8.5		5.0	5.0	5.0	20.0	8.8
Response Count		1	1	2	2			1	1	2	2	
Utilities			2.0	3.0		2.5			2.0	3.0		2.5
Response Count			1	1					1	1		
Wholesale Trade		10.0				10.0		10.0				10.0
Response Count		1						1				

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions



Organization Type

	Average Award 7/1/2024 to 6/30/2025						Projected Award 7/1/2025 to 6/30/2026					
	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals	PMMS-U Union Total	PMMS- NU	OCT	SMP	EXEC	Non- Union Totals
Non-Profit	0.0	1.7	5.8	7.3	9.5	6.1	0.0	1.3	5.7	7.4	10.0	6.1
Response Count	2	3	9	7	8		2	3	9	7	8	
Profit	3.0	4.9	5.4	9.3	19.1	9.6	3.0	5.1	5.5	9.7	21.0	10.3
Response Count	2	16	19	22	22		2	17	20	22	21	
All Segments Combined	1.5	4.4	5.5	8.8	16.5	8.8	1.5	4.6	5.6	9.1	18.0	9.3
Response Count	4	19	28	29	30		4	20	29	29	29	

PMMS-U - hourly production, maintenance, material handling and service positions – Union

PMMS-NU - hourly production, maintenance, material handling and service positions - Non-union

OCT - non-exempt office, clerical and technical positions.

SMP - exempt supervisory, managerial, and professional positions.

EXEC - executive or officer positions

Thank you for participating!

© 2025 AAIM Employers Association (AAIM): All rights reserved. This survey is provided to the recipient to use as an ***internal*** compensation resource. Quotation from, or reproduction of, any part of the material contained in this survey, in any form or by any other means, without prior permission in writing from AAIM.



Since 1898

Comprehensive HR Services for Companies of Any Size

Missouri Office

12851 Manchester Road
Suite 150
St. Louis, MO 63131

314-968-3600

Illinois Office

300 Hamilton Blvd
Suite L110
Peoria, IL 61602

309-637-3333

Indiana Office

450 E 96th St
Suite 500
Indianapolis, IN 46240

317-960-3487

Florida Office

43 Skyline Dr.
Suite 1001
Lake Mary, FL 32746

407-250-6556