



Compensation & Benefits Confessions: What We Learned from Hundreds of Failed Programs

Presented by:
Michael Maciekowich



Top 10 Destinations for Net Positive Migration per 1,000 Residents Among the 50 Largest MSAs for 2023-2024

MSA	Migration	Migration Rate Per 1000 Residents
Jacksonville, FL Metro Area	19,954	11.33
Raleigh-Cary, NC Metro Area	17,505	11.21
Charlotte-Concord-Gastonia, NC-SC Metro Area	24,377	8.45
San Antonio-New Braunfels, TX Metro Area	18,981	6.87
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area	14,754	6.86
Austin-Round Rock-San Marcos, TX Metro Area	13,980	5.48
Richmond, VA Metro Area	7,346	5.36
Las Vegas-Henderson-North Las Vegas, NV Metro Area	12,225	5.10
Oklahoma City, OK Metro Area	6,233	4.16
Phoenix-Mesa-Chandler, AZ Metro Area	21,364	4.12

Table: J.S. Onésimo Sandoval, Saint Louis University • Source: Annual and Cumulative Estimates of the Components of Resident Population Change for Counties in the United States: April 1, 2023 to July 1, 2024, U.S. Census Bureau, Population Division • Created with Datawrapper

Top 10 Destinations for Net Negative Migration per 1,000 Residents Among the 50 Largest MSAs for 2023-2024

MSA	Migration	Migration Rate Per 1000 Residents
Chicago-Naperville-Elgin, IL-IN Metro Area	-45,217	-4.81
Fresno, CA Metro Area	-5,725	-4.81
Salt Lake City-Murray, UT Metro Area	-8,377	-6.44
Memphis, TN-MS-AR Metro Area	-9,674	-7.22
San Diego-Chula Vista-Carlsbad, CA Metro Area	-23,934	-7.26
New York-Newark-Jersey City, NY-NJ Metro Area	-146,888	-7.37
San Francisco-Oakland-Fremont, CA Metro Area	-39,938	-8.59
Los Angeles-Long Beach-Anaheim, CA Metro Area	-122,349	-9.46
San Jose-Sunnyvale-Santa Clara, CA Metro Area	-21,745	-10.90
Miami-Fort Lauderdale-West Palm Beach, FL Metro Area	-101,303	-15.69

Table: J.S. Onésimo Sándoval, Saint Louis University • Source: Annual and Cumulative Estimates of the Components of Resident Population Change for Counties in the United States: April 1, 2023 to July 1, 2024, U.S. Census Bureau, Population Division • Created with Datawrapper



Segment 1

The Ugly Truth About Wage Strategy

(30 Minutes)

Thank You!

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