

2016-17 ANNUAL SALARY INCREASE AND ADJUSTMENT SURVEY RESULTS

The Manufacturer & Business Association is pleased to provide you with the *2016-17 Salary Increase and Adjustment Survey*.

TOTAL = 123 PARTICIPANTS					
Participants by Employee Size: 1 – 99 employees = 97 participants 100 – 249 employees = 15 participants 250 – 499 employees = 8 participants 500 – 999 employees = 1 participant 1,000 or more employees = 2 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 8/01/15 to 7/31/16 (include Merit, General and/or Cost-of-Living increases).	2.98%	2.55%	2.96%	3.62%	4.24%
Average pay increase your employees will receive in the 12-month period from 8/01/16 to 7/31/17 (include Merit, General and/or Cost-of-Living increases).	2.87%	2.55%	2.76%	2.76%	2.82%
*What structure adjustments were made in the 12-month period from 8/01/15 to 7/31/16?	2.87%	0%	2.68%	2.50%	2.42%
*What structure adjustments are expected in the 12-month period from 8/01/16 to 7/31/17?	2.39%	0%	2.28%	2.00%	2.00%

Source: *Manufacturer & Business Association*
Survey data gathered in October 2016.

*Note: Structure adjustments are defined as those increases given to a job position that may have had its duties restructured or redefined. Also, adjustments are defined as those changes made to wages due to the economic climate other than a Cost-of-Living Adjustment (COLA).

For questions or additional information regarding the Annual Salary Increase and Adjustment Survey results, please contact the Human Resource Services Division at 814/833-3200, 800/815-2660 or hrrservices@mbausa.org.