

PAY INCREASE BUDGETS

Pay increase budgets are the funds an organization allocates to be used over a fixed period of time for pay increases. Some increase budgets include only merit funds, while other budgets also include monies for some combination of cost of living, market adjustment, merit, and promotional increases. Organizations have reported the following types of increases in their budget, as well as *actual* total pay increase budgets and merit budgets for 2011 and *projected* total pay increase budgets and merit budgets for 2012. The following charts may represent cases where participants reported their total budget, but did not report the percent by employee group.

Types of pay adjustments to pay increase budget (% reporting) (Company #10)

Industry Category	COLA	Market Adjustment	Merit Increase	Promotion	Other
Accounting Firms	40.0	0.0	60.0	60.0	0.0
Business Services	11.1	44.4	77.8	48.1	3.7
Engineering Firms	10.0	40.0	70.0	60.0	10.0
Household Goods Moving	7.7	46.2	61.5	38.5	15.4
Law Firms	16.7	41.7	66.7	16.7	8.3
Media	0.0	16.7	100.0	16.7	0.0
Real Estate/Construction	0.0	36.4	90.9	27.3	9.1
Retail	9.1	27.3	81.8	45.5	9.1
Tech/Data Processing	0.0	40.0	80.0	40.0	0.0
Other	8.1	27.0	70.3	13.5	8.1
All Categories	9.0	34.5	75.2	32.4	6.9

- Organizations reported an average COLA adjustment of 2.4%

Average pay increase budget by industry (Company #9)

Industry Category	2011 Actual %	2012 Projected %
Accounting Firms	3.7	**
Business Services	2.7	2.9
Engineering Firms	3.2	3.3
Household Goods Moving	2.6	2.9
Law Firms	2.2	2.3
Media	1.8	1.8
Real Estate/Construction	1.5	2.0
Retail	2.3	2.3
Tech/Data Processing	2.4	2.4
Other	2.6	2.5
All Categories	2.5	2.5