

2023-2024

UPPER MIDWEST  
**SALARY PLANNING SURVEY**

CARLSON  
DETTMANN  
CONSULTING

*A Cottingham & Butler Company*

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## About Carlson Dettmann Consulting

Carlson Dettmann Consulting, a division of Cottingham & Butler, specializes in compensation strategies, employee engagement, and related human resource management services. With extensive experience in serving the needs of public, private, for-profit, and not-for-profit organizations, our team develops and measures programs that support the continuous improvement of employee performance at all levels of an organization.

## About Cottingham & Butler

Cottingham & Butler is the 3rd largest privately and independently held broker in the U.S. and a recognized leader in offering innovative property & casualty and employee benefit insurance solutions.

The company is headquartered in Dubuque, Iowa, and employs over 1,200 employees across the U.S., with products and services offered through our major business divisions of employee benefit consulting, health and wellness services, transportation risk solutions, risk management consulting, claims administration, loss control, human resources and compliance consulting, and personal insurance.

## Contact Us

For questions related to this salary planning survey or our services, please contact:

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|--|---|---|

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## Survey Overview

Carlson Dettmann Consulting, a division of Cottingham & Butler, is pleased to release the results of our 2023/2024 Upper Midwest Salary Planning Survey. The survey was open for participation from June 27 - August 23, 2023, and we received 316 valid responses. Email invitations and social media channels were the primary means of soliciting participation.

Labor force demand and supply, along with reorientation of the work environment, has caused wage structures and budgets to continue to move forward. Among all participants, the average **2023 wage structure increase was 3.37%** and the **average projected 2024 wage structure increase is 3.39%**. Among all participants, the average **2023 payroll budget increase was 4.13%** and the **average projected 2024 payroll budget increase is 3.93%**. Although our survey is reporting slightly higher numbers, we are seeing similarities across other published national surveys (e.g. WorldatWork, Salary.com, etc.)

Both public and private companies reported their change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, plus costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. In contrast to last year, we are seeing higher increases among public-sector organizations in contrast to private sector. For the private sector, the average **2023 payroll budget increase including reported zeros was 4.11%** and the **average projected 2024 payroll budget including reported zeros is 3.69%**. The reported increases in the public sector were higher; the average **2023 payroll budget increase including reported zeros was 4.17%** and the **average projected 2024 payroll budget including reported zeros is 4.17%**. For the private sector, the average **2023 payroll budget increase (zeros omitted) was 4.22%** and the **average projected 2024 payroll budget (zeros omitted) is 3.87%**. The reported increases in the public sector were higher; the average **2023 payroll budget increase (zeros omitted) was 4.36%** and the **average projected 2024 payroll budget (zeros omitted) is 4.26%**. A few notes about the survey and results:

- **Both structural and payroll budget increases are reported as mean values and include zero value responses. Percentage signs are omitted in the summary tables for readability.**
- The number of responses for each grouping are noted as "n". In cases of insufficient response counts, averages are not reported and denoted with an \*. Additionally, regional and industry cuts are displayed only when there is sufficient sample size.
- Projected payroll budgets are decreasing slightly from the previous year, but the increases are still at elevated rates from the average of the past six years.
- While inflation and compensation increases are separate measures (inflation tracking price changes and compensation increases reflecting supply and demand for labor), payroll budgets appear to be closer to overall inflation, given that inflation has decreased from its recent peak in the summer of 2022 (Inflation was approximately 3.7% from August 2022 to August 2023, CPI-U unadjusted).
- Many organizations appear to be uncertain about what to budget for 2024, as 97 % of organizations answered the actual 2023 budget increase questions, whereas only 61 % of organizations answered the projected 2024 budget increase questions.
- Relative to last year, even fewer organizations surveyed reported giving a 2023 off-cycle salary adjustment: 12% of private-sector employers and 14% of public-sector employers. The decline was most pronounced among private-sector employers (from 26% to 12%).
- Unlike last year, exempt employees were given a slightly higher amount of actual payroll budget increases than non-exempt employees on average in 2023, suggesting that employers have begun to re-balance payroll increases between higher and lower paid positions (in 2022, non-exempt employees were given a slightly higher amount of actual payroll budget than exempt employees). On average, private-sector employers have given

executives/officers slightly larger increases than exempt and non-exempt employees in 2023 but are projecting increases to be relatively similar to exempt and non-exempt employees in 2024.

- We are seeing some variation in actual and projected payroll budget increases by industry. Finance/Insurance, retail, and transportation increased 2023 payroll budgets by an average exceeding 4.5% for exempt and non-exempt employees (however no industry is projecting a greater than average 4.5% increase in payroll budgets for 2024). Non-profits respondents reported less average payroll budget increases for exempt and non-exempt employees than government respondents, both in terms of actual 2023 increases (3.67% versus 4.15%) and projected 2024 increases (3.68% versus 3.92%).

Although we had limited sample from Illinois, we did see that actual and projected structural and pay budget increases are, in general, averaging slightly higher among our Illinois respondents compared to Wisconsin and Iowa respondents. Carlson Dettmann Consulting continues to see strong compensation growth, although we foresee a downward trend from the apex in 2022. We expect payroll budget increases to continue to be elevated in 2024 based on the continuing low unemployment environment, supply of labor in many industries, job switching, and candidate and employee expectations.

# Participation Profile

## Responses by Number of Employees

|               |            |
|---------------|------------|
| Less than 50  | 44         |
| 50-249        | 145        |
| 250-499       | 54         |
| 500-999       | 44         |
| 1,000 or more | 29         |
| <b>Total</b>  | <b>316</b> |

## Responses by State

|                         |            |
|-------------------------|------------|
| Wisconsin               | 167        |
| Iowa                    | 70         |
| Minnesota               | 25         |
| Illinois                | 44         |
| Other Midwestern states | 10         |
| <b>Total</b>            | <b>316</b> |

## Responses by Public Entity Type

|                   |            |
|-------------------|------------|
| City              | 59         |
| County            | 28         |
| School District   | 9          |
| Technical College | 9          |
| Town/Village      | 9          |
| Public Utility    | 10         |
| Other             | 9          |
| <b>Total</b>      | <b>127</b> |

## Responses by Private Sector Type

|  |            |
|--|------------|
| Agriculture  | 2          |
| Construction, Machinery, and Homes                       | 12         |
| Education  | 7          |
| Finance and Insurance                                    | 16         |
| Healthcare and Pharmaceuticals                           | 10         |
| Manufacturing  | 72         |
| Non-Profit   | 21         |
| Professional and Technical Services                      | 13         |
| Retail and Wholesale                                     | 12         |
| Telecommunications, Technology, Internet and Electronics | 5          |
| Transportation, Logistics and Delivery                   | 8          |
| Other  | 11         |
| <b>Total</b>   | <b>189</b> |

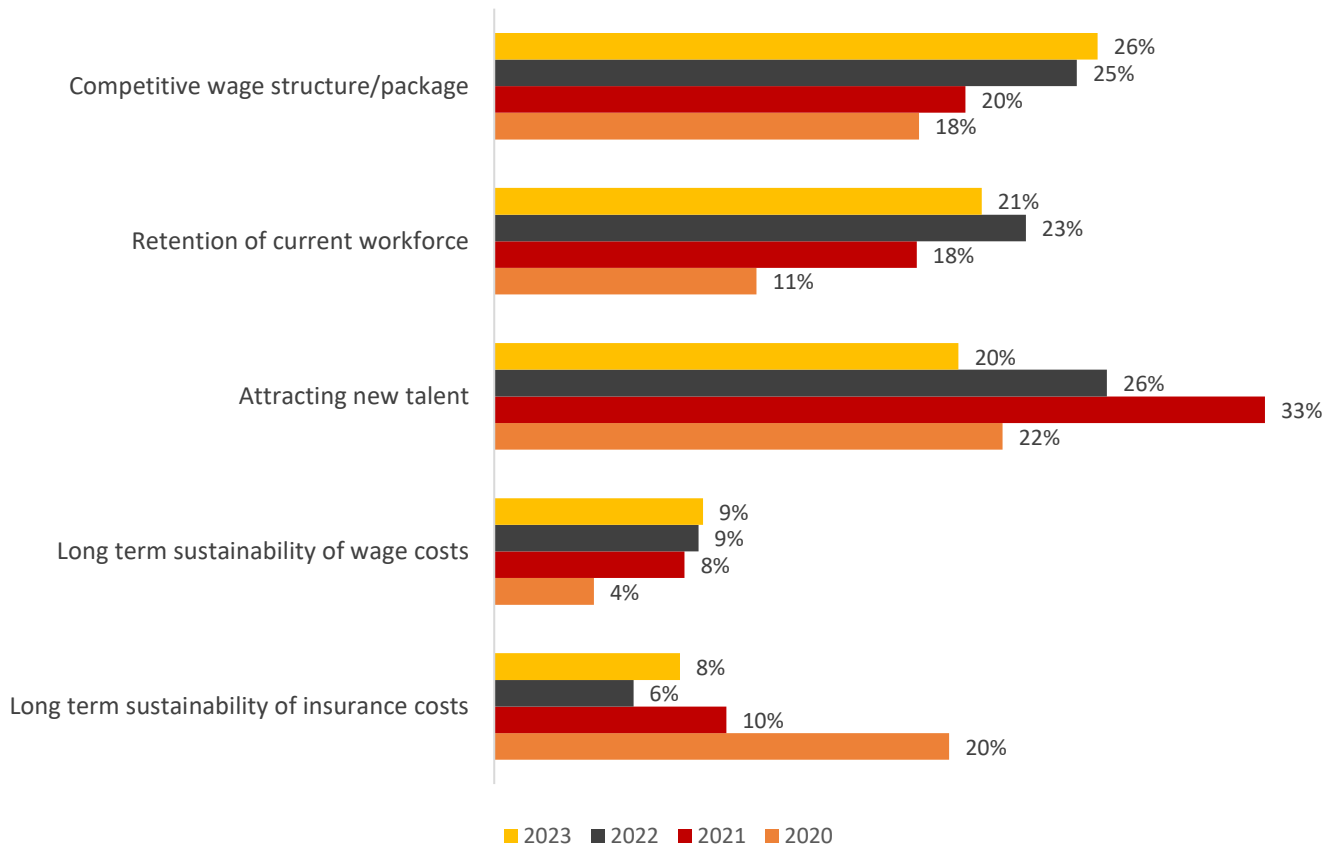
## **Top Issues related to Total Rewards**

**Workplace Flexibility, Mental Health Support, and Off-Cycle Salary Adjustment Questions**

# Top Total Rewards Issues

Similar to last year’s survey, we asked participants to identify their top issue or challenge, as it relates to Total Rewards. **Competitive wage structure/package** came in as the top issue organizations are facing in today’s economy. This is slightly different from the last 3 years where attracting talent was the top issue. While attracting talent is still a top concern, retention of the current workforce continues to be a high concern.

Year-over-Year Top Total Rewards Issues



Other responses for 2023: employee engagement (6%), performance management/development (5%), competitive benefit package (5%).



## Workplace Flexibility Response

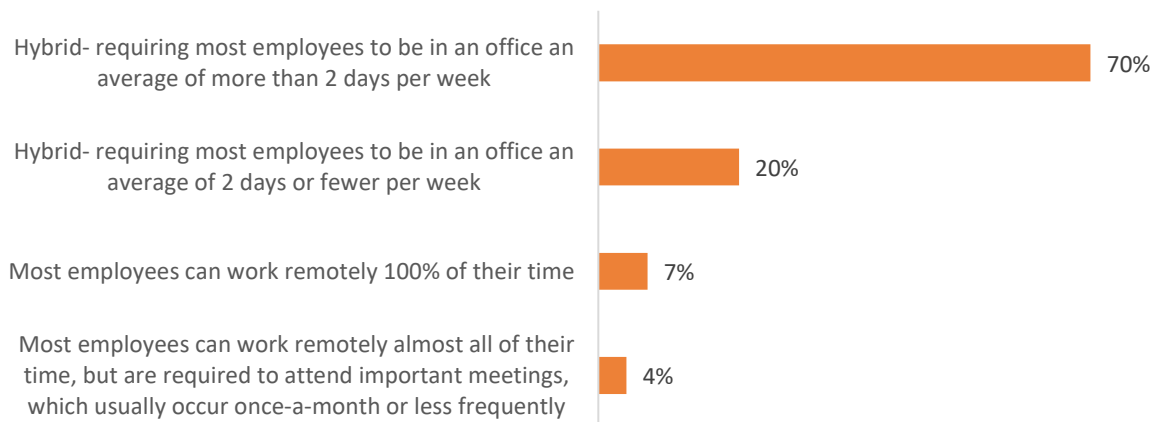
The pandemic compelled many companies to adopt adaptable work arrangements, particularly related to remote work. Subsequently, these organizations have reintegrated employees into physical offices while permitting them to maintain remote work options or follow a hybrid work schedule. As flexible work arrangements yield numerous advantages for both employees and employers, they are increasingly becoming standard in the workplace and are increasingly expected by employees. To assess how employers are addressing the growing demand for remote work within the workforce, we posed the following inquiries:

***“Does your organization offer flexibility to work either remote or hybrid?”***

Overall, approximately 54% of participants indicated yes, they do offer employees to work in some remote capacity. A remote or hybrid work environment is more common among private sector organizations with almost 60% of participants offering it to their employees. We found this differs among public sector employers as only 47% of participants offer employees to work a remote/hybrid schedule.

***“Which of the following arrangement is most common among remote-capable jobs within your organization?”***

Of the 54% of participants that indicated offering remote/hybrid flexibility, the majority (70%) specified a hybrid work environment the requires employees to be in the office an average of more than 2 days per week.



We asked, ***“What’s your primary consideration when making pay determinations?”*** to the 11 organizations that indicated “exclusively remote” as the most common work arrangement in order to ascertain how they pay their employees from a geographic perspective. 36% indicated their pay determinations are based on the national average, 27% on employees home location, 27% on the organization’s headquarters location, and 9% on an organization’s nearest office location.

***“Have you already, or are you contemplating providing pay philosophy differences between your exclusively on-site or hybrid/remote employees?”***

We received an overwhelming response that 98% of organizations do not provide pay differences between their exclusively on-site or hybrid/remote employees.

## Mental Health Support Response

Experts have been communicating for months regarding the lingering effects on American's mental health post-pandemic. Employees have grappled with stress, isolation, and various mental health issues during this period, but they are now beginning to glimpse a sense of improvement. Consequently, numerous employers are exploring ways to cater to their employees' requirements by providing more extensive benefits compared to previous years. We did not see much change from last year in the prevalence of the following support offerings:

***“Which of the following employee offerings does your organization offer to support workers’ mental wellness?”***

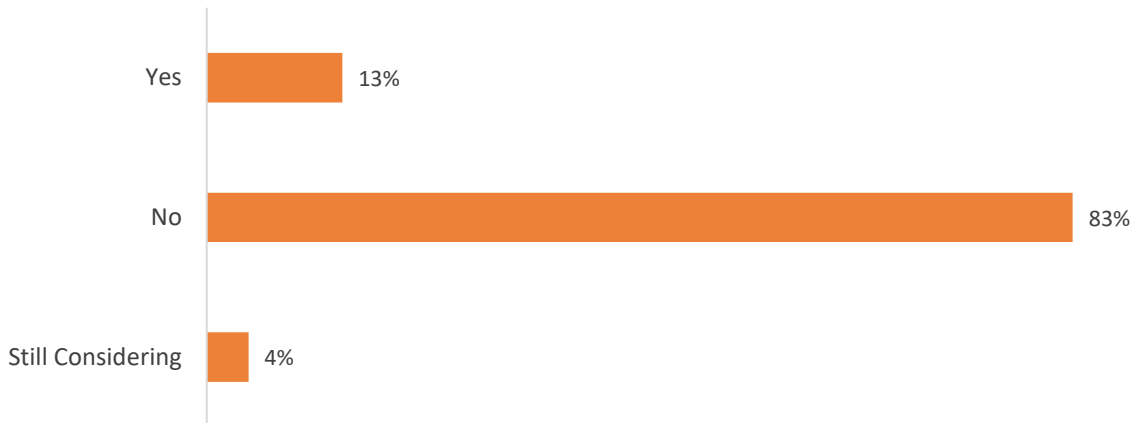


*Other responses: stress management programs (16%), Subscriptions to mental health publications/apps (13%), Mental Health Days (10%), and other (9%).*

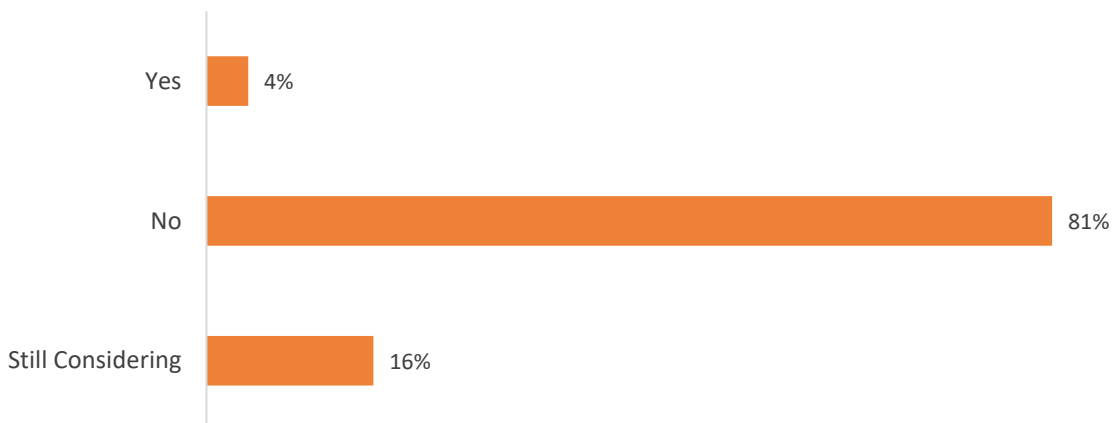
## Off-Cycle Salary Adjustment Response

In response to persistent inflation and ongoing labor market competition, employers are implementing measures to retain their existing workforce. These efforts include off-cycle wage adjustments and alternative strategies aimed at ensuring employee satisfaction. We have posed the following inquiries to gain insights into the extent and rationale behind employers' actions related to off-cycle salary adjustments.

***“Has your organization implemented or planning to implement an off-cycle salary adjustment in 2023?”***



***“Is your organization planning to implement an off-cycle salary adjustment in 2024?”***

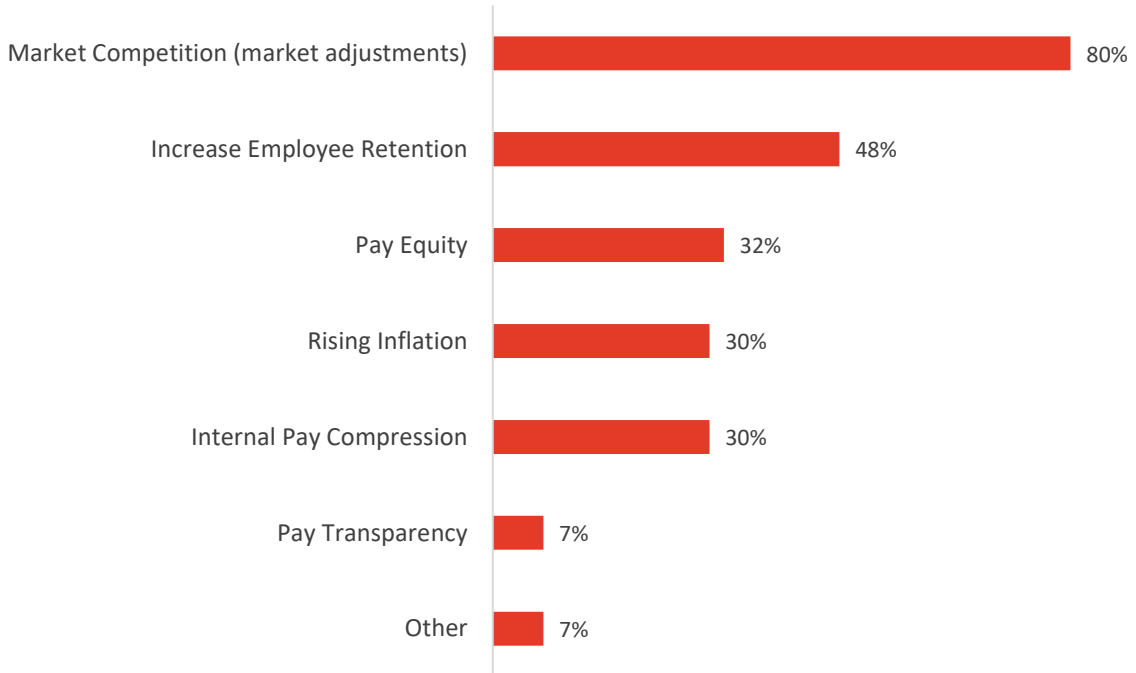


13% of participants indicated they implemented an off-cycle salary adjustment in 2023, which is down from the 20% response we received to the same question posed last year for 2022. It appears that roughly 20% of participants are planning or considering an off-cycle salary adjustment for the upcoming 2024 year.

The responses are fairly similar among sectors for 2023. However, there seems to be bit more of an ongoing consideration among private sector organizations regarding the possibility of an off-cycle salary adjustment in 2024

| Public Sector            | 2023 | 2024 | Private Sector           | 2023 | 2024 |
|--------------------------|------|------|--------------------------|------|------|
| <b>Yes</b>               | 15%  | 3%   | <b>Yes</b>               | 12%  | 4%   |
| <b>No</b>                | 82%  | 85%  | <b>No</b>                | 83%  | 78%  |
| <b>Still Considering</b> | 3%   | 12%  | <b>Still Considering</b> | 5%   | 18%  |

*“Please select from the following reasons why your organization has or is considering implementing an off-cycle salary adjustment: (select all that apply)”*



# **Payroll and Wage Structure Increases Summary by Sector and Industry**

# Public Sector: Structure and Budget Increases

(Including Zero Responses)

## Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 94 | 3.59        |
| Exempt (Non-Union)     | 93 | 3.63        |
| Union – General        | 22 | 3.93        |
| Union – Teachers       | 9  | 2.99        |
| Union – Police         | 61 | 3.43        |
| Union – Fire           | 25 | 2.91        |
| Union – Transit        | 7  | 3.00        |
| Union – Utility        | 8  | 3.88        |
| <b>All Groups</b>      |    | <b>3.52</b> |

## Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 57 | 3.62        |
| Exempt (Non-Union)     | 57 | 3.50        |
| Union - General        | 14 | 3.29        |
| Union – Teachers       | 5  | 3.00        |
| Union – Police         | 38 | 3.61        |
| Union – Fire           | 13 | 2.98        |
| Union – Transit        | 6  | 2.96        |
| Union – Utility        | 7  | 3.04        |
| <b>All Groups</b>      |    | <b>3.46</b> |

## Actual Payroll Budget Increase in 2023

| Employee Group         | n   | Average     |
|------------------------|-----|-------------|
| Non-Exempt (Non-Union) | 115 | 4.33        |
| Exempt (Non-Union)     | 111 | 4.32        |
| Union – General        | 24  | 4.35        |
| Union – Teachers       | 11  | 4.18        |
| Union – Police         | 69  | 3.75        |
| Union – Fire           | 28  | 3.34        |
| Union – Transit        | 6   | 4.83        |
| Union – Utility        | 8   | 5.11        |
| <b>All Groups</b>      |     | <b>4.17</b> |

## Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 78 | 4.20        |
| Exempt (Non-Union)     | 72 | 4.20        |
| Union - General        | 16 | 3.85        |
| Union – Teachers       | 7  | 4.75        |
| Union – Police         | 44 | 4.33        |
| Union – Fire           | 16 | 3.72        |
| Union – Transit        | 4  | *           |
| Union – Utility        | 7  | 3.75        |
| <b>All Groups</b>      |    | <b>4.17</b> |

# Private Sector: Structure and Budget Increases

(Including Zero Responses)

## Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 94 | 3.21        |
| Non-Exempt (Union)     | 11 | 3.16        |
| Exempt Salaried        | 97 | 3.23        |
| Executive / Officer    | 68 | 3.09        |
| <b>All Groups</b>      |    | <b>3.19</b> |

## Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 47 | 3.34        |
| Non-Exempt (Union)     | 8  | 3.16        |
| Exempt Salaried        | 47 | 3.24        |
| Executive / Officer    | 32 | 3.36        |
| <b>All Groups</b>      |    | <b>3.30</b> |

## Actual Payroll Budget Increase in 2023

| Employee Group         | n   | Average     |
|------------------------|-----|-------------|
| Non-Exempt (Non-Union) | 171 | 4.11        |
| Non-Exempt (Union)     | 18  | 3.18        |
| Exempt Salaried        | 173 | 4.15        |
| Executive / Officer    | 122 | 4.18        |
| <b>All Groups</b>      |     | <b>4.11</b> |

## Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 91 | 3.75        |
| Non-Exempt (Union)     | 10 | 3.52        |
| Exempt Salaried        | 88 | 3.68        |
| Executive / Officer    | 61 | 3.67        |
| <b>All Groups</b>      |    | <b>3.69</b> |

# Public Sector: Structure and Budget Increases

## (Zero Responses Omitted)

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 88 | 3.83        |
| Exempt (Non-Union)     | 87 | 3.88        |
| Union – General        | 21 | 4.12        |
| Union – Teachers       | 7  | 3.85        |
| Union – Police         | 57 | 3.68        |
| Union – Fire           | 22 | 3.31        |
| Union – Transit        | 7  | 3.00        |
| Union – Utility        | 7  | 4.43        |
| <b>All Groups</b>      |    | <b>3.79</b> |

### Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 56 | 3.68        |
| Exempt (Non-Union)     | 56 | 3.56        |
| Union - General        | 14 | 3.29        |
| Union – Teachers       | 4  | *           |
| Union – Police         | 36 | 3.81        |
| Union – Fire           | 13 | 2.98        |
| Union – Transit        | 6  | 2.96        |
| Union – Utility        | 6  | 3.54        |
| <b>All Groups</b>      |    | <b>3.57</b> |

*Note: The number of “zero responses” for the two main categories are as follows: Non-Exempt (Non-Union) 6 ('23) & 1 ('24); and Exempt (Non-Union) 6 ('23) 1 ('24). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.*

### Actual Payroll Budget Increase in 2023

| Employee Group         | n   | Average     |
|------------------------|-----|-------------|
| Non-Exempt (Non-Union) | 110 | 4.52        |
| Exempt (Non-Union)     | 105 | 4.57        |
| Union – General        | 23  | 4.54        |
| Union – Teachers       | 10  | 4.60        |
| Union – Police         | 67  | 3.86        |
| Union – Fire           | 26  | 3.60        |
| Union – Transit        | 6   | 4.83        |
| Union – Utility        | 8   | 5.11        |
| <b>All Groups</b>      |     | <b>4.36</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 75 | 4.37        |
| Exempt (Non-Union)     | 70 | 4.32        |
| Union - General        | 16 | 3.85        |
| Union – Teachers       | 7  | 4.75        |
| Union – Police         | 44 | 4.33        |
| Union – Fire           | 16 | 3.72        |
| Union – Transit        | 4  | *           |
| Union – Utility        | 7  | 3.75        |
| <b>All Groups</b>      |    | <b>4.26</b> |

*Note: The number of “zero responses” for the two main categories are as follows: Non-Exempt (Non-Union) 5 ('23) & 3 ('24); and Exempt (Non-Union) 6 ('23) 2 ('24). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.*



# Private Sector: Structure and Budget Increases

(Zero Responses Omitted)

## Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 85 | 3.55        |
| Non-Exempt (Union)     | 11 | 3.16        |
| Exempt Salaried        | 88 | 3.56        |
| Executive / Officer    | 57 | 3.69        |
| <b>All Groups</b>      |    | <b>3.57</b> |

## Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 45 | 3.49        |
| Non-Exempt (Union)     | 8  | 3.16        |
| Exempt Salaried        | 44 | 3.46        |
| Executive / Officer    | 30 | 3.59        |
| <b>All Groups</b>      |    | <b>3.48</b> |

*Note: The number of "zero responses" for the two main categories are as follows: Non-Exempt (Non-Union) 9 ('23) & 2 ('24); and Exempt Salaried 4 ('23) 3 ('24). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.*

## Actual Payroll Budget Increase in 2023

| Employee Group         | n   | Average     |
|------------------------|-----|-------------|
| Non-Exempt (Non-Union) | 168 | 4.18        |
| Non-Exempt (Union)     | 18  | 3.18        |
| Exempt Salaried        | 170 | 4.23        |
| Executive / Officer    | 114 | 4.47        |
| <b>All Groups</b>      |     | <b>4.23</b> |

## Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 87 | 3.92        |
| Non-Exempt (Union)     | 10 | 3.53        |
| Exempt Salaried        | 84 | 3.85        |
| Executive / Officer    | 57 | 3.93        |
| <b>All Groups</b>      |    | <b>3.88</b> |

*Note: The number of "zero responses" for the two main categories are as follows: Non-Exempt (Non-Union) 3 ('23) & 4 ('24); and Exempt Salaried 3 ('23) 4 ('24). Omitting the zero responses allows us to more clearly identify a pattern of planned increases, for those organizations that have chosen to provide an increase.*

## Summary by Industry: Structural Increases

The following data includes both private and public sectors. Only industries with sufficient sample are shown in table.

|  | 2023 Actual |         | 2024 Projected |         |
|--|-------------|---------|----------------|---------|
|  | n           | Average | n              | Average |
| <b>Non-Exempt (Non-Union)</b>            |             |         |                |         |
| Construction, Machinery, and Homes       | 8           | 3.75    | 3              | *       |
| Education <sup>1</sup>                   | 15          | 3.67    | 7              | 3.00    |
| Finance and Insurance                    | 10          | 2.96    | 5              | 2.80    |
| Government <sup>2</sup>                  | 71          | 3.25    | 42             | 3.45    |
| Manufacturing                            | 36          | 3.48    | 20             | 3.52    |
| Non-Profit                               | 14          | 2.73    | 6              | 3.67    |
| Public Utility                           | 9           | 3.22    | 7              | 2.93    |
| Retail and Wholesale                     | 7           | 2.99    | 3              | *       |
| <b>Exempt</b>                            |             |         |                |         |
| Construction, Machinery, and Homes       | 7           | 4.43    | 3              | *       |
| Education <sup>1</sup>                   | 18          | 3.44    | 7              | 3.00    |
| Finance and Insurance                    | 10          | 2.61    | 5              | 3.10    |
| Government <sup>2</sup>                  | 68          | 3.25    | 42             | 3.27    |
| Manufacturing                            | 36          | 3.61    | 19             | 3.29    |
| Non-Profit                               | 12          | 2.78    | 4              | *       |
| Public Utility                           | 10          | 3.60    | 7              | 3.00    |
| Retail and Wholesale                     | 7           | 2.70    | 3              | *       |
| Telecommunications, Technology & Deliver | 5           | 2.73    | 3              | *       |
| <b>Executive/Officer</b>                 |             |         |                |         |
| Construction, Machinery, and Homes       | 5           | 5.80    | 2              | *       |
| Education <sup>1</sup>                   | 5           | 1.80    | 0              | *       |
| Finance and Insurance                    | 7           | 2.64    | 4              | *       |
| Manufacturing                            | 27          | 3.03    | 16             | 3.35    |
| Non-Profit                               | 8           | 3.19    | 3              | *       |
| Retail and Wholesale                     | 5           | 2.45    | 1              | *       |

<sup>1</sup> Education includes school districts, technical colleges, public universities, and private education, <sup>2</sup> Government includes cities, counties, villages, and other government-related entities,

## Summary by Industry: Payroll Budget Increases

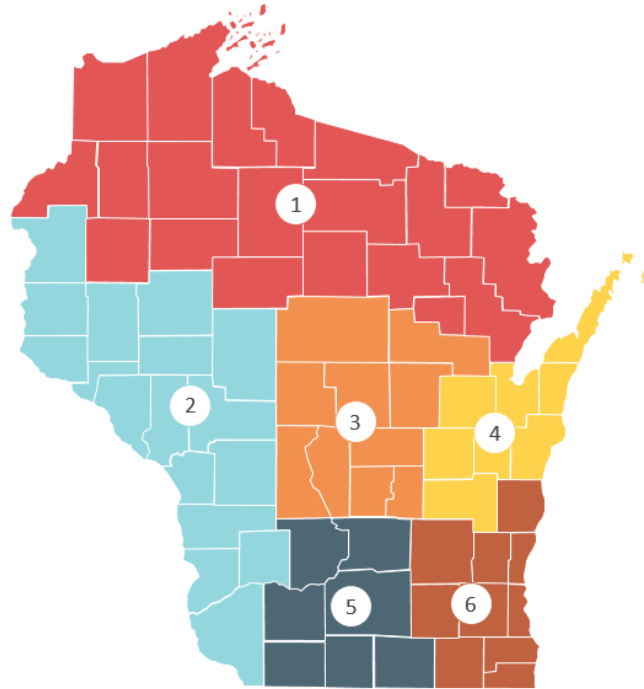
The following data includes both private and public sectors. Only industries with sufficient sample are shown in table.

| Non-Exempt (Non-Union)                 | 2023 Actual |         | 2024 Projected |         |
|--|-------------|---------|----------------|---------|
|  | n           | Average | n              | Average |
| Construction, Machinery, and Homes     | 11          | 4.14    | 4              | *       |
| Education <sup>1</sup>                 | 20          | 4.23    | 13             | 3.80    |
| Finance and Insurance                  | 16          | 4.67    | 9              | 3.87    |
| Government <sup>2</sup>                | 89          | 4.14    | 58             | 3.94    |
| Healthcare and Pharmaceuticals         | 9           | 4.51    | 7              | 4.14    |
| Manufacturing                          | 68          | 3.87    | 33             | 3.58    |
| Non-Profit                             | 20          | 3.83    | 13             | 4.00    |
| Professional and Technical Services    | 10          | 3.92    | 6              | 3.17    |
| Retail and Wholesale                   | 12          | 4.90    | 7              | 3.86    |
| Public Utility                         | 8           | 4.30    | 7              | 3.86    |
| Transportation, Logistics and Delivery | 6           | 5.34    | 5              | 2.80    |
| Exempt                                 | n           | Average | n              | Average |
| Construction, Machinery, and Homes     | 9           | 4.94    | 4              | *       |
| Education <sup>1</sup>                 | 24          | 4.15    | 15             | 3.78    |
| Finance and Insurance                  | 16          | 4.74    | 9              | 4.10    |
| Government <sup>2</sup>                | 82          | 4.16    | 51             | 3.90    |
| Healthcare and Pharmaceuticals         | 8           | 3.56    | 7              | 4.15    |
| Manufacturing                          | 66          | 4.19    | 28             | 3.76    |
| Non-Profit                             | 19          | 3.51    | 10             | 3.35    |
| Professional and Technical Services    | 11          | 4.03    | 6              | 3.66    |
| Public Utility                         | 9           | 4.60    | 7              | 3.86    |
| Retail and Wholesale                   | 12          | 4.56    | 7              | 3.57    |
| Transportation, Logistics and Delivery | 7           | 5.43    | 5              | 2.80    |
| Executive/Officer                      | n           | Average | n              | Average |
| Construction, Machinery, and Homes     | 8           | 5.81    | 3              | *       |
| Education <sup>1</sup>                 | 7           | 2.43    | 4              | *       |
| Finance and Insurance                  | 13          | 4.42    | 8              | 3.17    |
| Manufacturing                          | 46          | 4.22    | 20             | 3.85    |
| Professional & Technical Services      | 8           | 4.06    | 5              | 3.58    |
| Non-Profit                             | 13          | 4.71    | 6              | 2.92    |
| Retail and Wholesale                   | 9           | 4.09    | 5              | 3.80    |

<sup>1</sup> Education includes school districts, technical colleges, public universities, and private education, <sup>2</sup> Government includes cities, counties, villages, and other government-related entities,

# **Payroll and Wage Structure Increases Summary by State**

# Wisconsin Participation



## Public Sector Responses by Region

|                                |    |
|--------------------------------|----|
| Region 1: Northern             | 11 |
| Region 2: Western              | 11 |
| Region 3: Central              | 9  |
| Region 4: Fox Valley-Northeast | 16 |
| Region 5: South Central        | 10 |
| Region 6: Southeast            | 22 |

## Private Sector Responses by Region

|                                |    |
|--------------------------------|----|
| Region 1: Northern             | 0  |
| Region 2: Western              | 4  |
| Region 3: Central              | 3  |
| Region 4: Fox Valley-Northeast | 23 |
| Region 5: South Central        | 34 |
| Region 6: Southeast            | 24 |

## Wisconsin Summary: Public Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 66 | 3.48        |
| Exempt (Non-Union)     | 64 | 3.52        |
| Union – General        | 6  | 3.26        |
| Union – Teachers       | 3  | *           |
| Union – Police         | 49 | 2.98        |
| Union – Fire           | 19 | 2.38        |
| Union – Transit        | 6  | 3.17        |
| Union - Utility        | -  | *           |
| <b>All Groups</b>      |    | <b>3.26</b> |

### Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 40 | 3.44        |
| Exempt (Non-Union)     | 40 | 3.41        |
| Union – General        | 2  | *           |
| Union – Teachers       | -  | *           |
| Union – Police         | 32 | 3.41        |
| Union – Fire           | 12 | 2.98        |
| Union – Transit        | 5  | 3.10        |
| Union - Utility        | -  | *           |
| <b>All Groups</b>      |    | <b>3.28</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 74 | 4.19        |
| Exempt (Non-Union)     | 73 | 4.29        |
| Union – General        | 6  | 4.30        |
| Union – Teachers       | 4  | *           |
| Union – Police         | 53 | 3.40        |
| Union – Fire           | 21 | 3.24        |
| Union – Transit        | 6  | 4.83        |
| Union - Utility        | -  | *           |
| <b>All Groups</b>      |    | <b>4.00</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 46 | 4.05        |
| Exempt (Non-Union)     | 46 | 4.01        |
| Union – General        | 3  | *           |
| Union – Teachers       | 1  | *           |
| Union – Police         | 35 | 4.22        |
| Union – Fire           | 13 | 3.93        |
| Union – Transit        | 4  | *           |
| Union - Utility        | -  | *           |
| <b>All Groups</b>      |    | <b>4.07</b> |

## Wisconsin Summary: Private Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 48 | 3.27        |
| Non-Exempt (Union)     | 5  | 2.80        |
| Exempt Salaried        | 48 | 3.15        |
| Executive / Officer    | 31 | 2.91        |
| <b>All Groups</b>      |    | <b>3.03</b> |

### Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 23 | 2.83        |
| Non-Exempt (Union)     | 3  | *           |
| Exempt Salaried        | 20 | 2.95        |
| Executive / Officer    | 11 | 3.23        |
| <b>All Groups</b>      |    | <b>2.87</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 80 | 4.14        |
| Non-Exempt (Union)     | 9  | 3.03        |
| Exempt Salaried        | 83 | 4.07        |
| Executive / Officer    | 56 | 4.22        |
| <b>All Groups</b>      |    | <b>3.91</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 41 | 3.67        |
| Non-Exempt (Union)     | 5  | 3.30        |
| Exempt Salaried        | 39 | 3.47        |
| Executive / Officer    | 24 | 3.63        |
| <b>All Groups</b>      |    | <b>3.50</b> |

# Wisconsin Regions: Public Sector

Only regions with sufficient sample reporting are shown.

## Actual Structure Increase in 2023: By Region

| Wisconsin Region               | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|--------------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                                |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northern             | 3.53       | 3.83   | *       | *        | 2.94   | *    | *       | *       |
| Region 2: Western              | 4.47       | 4.47   | *       | *        | 3.37   | *    | *       | *       |
| Region 3: Central              | 2.38       | 2.32   | *       | *        | 3.21   | *    | *       | *       |
| Region 4: Fox Valley-Northeast | 2.98       | 2.78   | *       | *        | 1.86   | 1.35 | *       | *       |
| Region 5: South Central        | 3.67       | 4.13   | *       | *        | 3.40   | *    | *       | *       |
| Region 6: Southeast            | 3.69       | 3.69   | *       | *        | 3.23   | *    | *       | *       |

## Projected Structure Increase in 2024: By Region

| Wisconsin Region               | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|--------------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                                |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 2: Western              | 4.89       | 4.89   | *       | *        | 5.17   | *    | *       | *       |
| Region 4: Fox Valley-Northeast | 3.18       | 3.09   | *       | *        | 2.55   | *    | *       | *       |
| Region 6: Southeast            | 3.16       | 3.16   | *       | *        | 3.28   | *    | *       | *       |



## Wisconsin Regions: Public Sector (continued)

### Actual Payroll Budget Increase in 2023: By Region

| Wisconsin Region               | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|--------------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                                |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northern             | 3.73       | 3.83   | *       | *        | 3.76   | *    | *       | *       |
| Region 2: Western              | 4.87       | 5.06   | *       | *        | 4.07   | *    | *       | *       |
| Region 3: Central              | 2.52       | 2.79   | *       | *        | 3.30   | *    | *       | *       |
| Region 4: Fox Valley-Northeast | 4.50       | 4.46   | *       | *        | 2.51   | 2.32 | *       | *       |
| Region 5: South Central        | 5.94       | 5.94   | *       | *        | 3.79   | *    | *       | *       |
| Region 6: Southeast            | 3.84       | 3.92   | *       | *        | 3.23   | 3.17 | *       | *       |

### Projected Payroll Budget Increase in 2024: By Region

| Wisconsin Region               | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|--------------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                                |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northern             | 4.23       | 4.01   | *       | *        | 4.01   | *    | *       | *       |
| Region 2: Western              | 4.67       | 4.67   | *       | *        | 5.17   | *    | *       | *       |
| Region 3: Central              | 3.33       | 3.26   | *       | *        | *      | *    | *       | *       |
| Region 4: Fox Valley-Northeast | 4.13       | 4.13   | *       | *        | 3.42   | *    | *       | *       |
| Region 5: South Central        | 4.50       | 4.50   | *       | *        | *      | *    | *       | *       |
| Region 6: Southeast            | 3.79       | 3.83   | *       | *        | 3.93   | *    | *       | *       |

# Wisconsin Regions: Private Sector

Only regions with sufficient sample reporting are shown.

## Actual Structure Increase in 2023: By Region

| Wisconsin Region               | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|--------------------------------|-------------------------|---------------------|--------|-----------|
| Region 4: Fox Valley-Northeast | 2.92                    | *                   | 2.89   | 2.75      |
| Region 5: South Central        | 3.07                    | *                   | 2.87   | 2.92      |
| Region 6: Southeast            | 3.72                    | *                   | 3.61   | 2.90      |

## Projected Structure Increase in 2024: By Region

| Wisconsin Region               | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|--------------------------------|-------------------------|---------------------|--------|-----------|
| Region 4: Fox Valley-Northeast | 2.63                    | *                   | 3.00   | *         |
| Region 5: South Central        | 2.58                    | *                   | 2.65   | *         |
| Region 6: Southeast            | 3.25                    | *                   | 3.50   | *         |

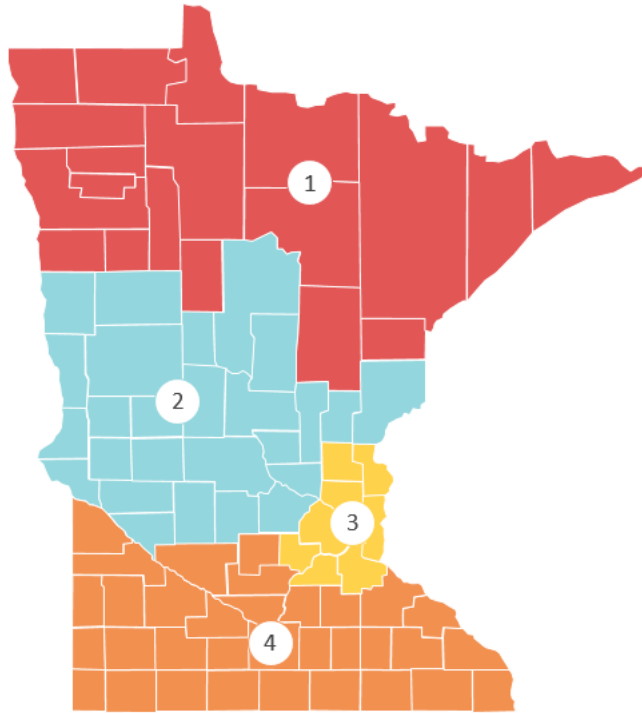
## Actual Payroll Budget Increase in 2023: By Region

| Wisconsin Region               | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|--------------------------------|-------------------------|---------------------|--------|-----------|
| Region 4: Fox Valley-Northeast | 4.34                    | *                   | 4.11   | 4.15      |
| Region 5: South Central        | 4.19                    | *                   | 4.06   | 4.31      |
| Region 6: Southeast            | 3.76                    | *                   | 3.98   | 4.34      |

## Projected Payroll Budget Increase in 2024: By Region

| Wisconsin Region               | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|--------------------------------|-------------------------|---------------------|--------|-----------|
| Region 4: Fox Valley-Northeast | 4.29                    | *                   | 3.47   | 2.80      |
| Region 5: South Central        | 3.41                    | *                   | 3.36   | 3.75      |
| Region 6: Southeast            | 3.45                    | *                   | 3.50   | 3.81      |

# Minnesota Participation



## Public Sector Responses by Region

|                             |   |
|-----------------------------|---|
| Region 1: Northern          | 1 |
| Region 2: Central           | 1 |
| Region 3: Twin Cities Metro | 2 |
| Region 4: Southern          | 1 |

## Private Sector Responses by Region

|                             |    |
|-----------------------------|----|
| Region 1: Northern          | 0  |
| Region 2: Central           | 6  |
| Region 3: Twin Cities Metro | 11 |
| Region 4: Southern          | 3  |

## Minnesota Summary: Public Sector

Insufficient sample reporting.

## Minnesota Summary: Private Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 12 | 3.23        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 12 | 3.73        |
| Executive / Officer    | 9  | 3.42        |
| <b>All Groups</b>      |    | <b>3.87</b> |

### Projected Structural Increase in 2024

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 9 | 4.28        |
| Non-Exempt (Union)     | 2 | *           |
| Exempt Salaried        | 9 | 3.72        |
| Executive / Officer    | 7 | 3.07        |
| <b>All Groups</b>      |   | <b>3.55</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 20 | 4.41        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 19 | 4.38        |
| Executive / Officer    | 15 | 4.24        |
| <b>All Groups</b>      |    | <b>4.03</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 14 | 3.93        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 13 | 3.84        |
| Executive / Officer    | 10 | 4.14        |
| <b>All Groups</b>      |    | <b>3.58</b> |

## Minnesota Regions: Public Sector

Insufficient sample reporting.

## Minnesota Regions: Private Sector

Only regions with sufficient sample reporting are shown.

### Actual Structure Increase in 2023: By Region

| Minnesota Region            | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|-----------------------------|-------------------------|---------------------|--------|-----------|
| Region 3: Twin Cities Metro | 2.97                    | *                   | 3.11   | 2.47      |

### Projected Structure Increase in 2024: By Region

| Minnesota Region            | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|-----------------------------|-------------------------|---------------------|--------|-----------|
| Region 3: Twin Cities Metro | 2.40                    | *                   | 2.40   | *         |

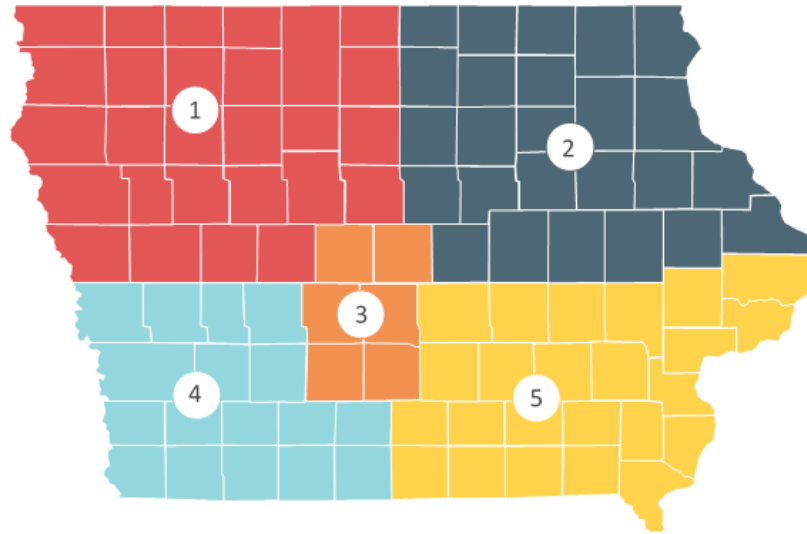
### Actual Payroll Budget Increase in 2023: By Region

| Minnesota Region            | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|-----------------------------|-------------------------|---------------------|--------|-----------|
| Region 2: Central           | 4.54                    | *                   | 4.40   | *         |
| Region 3: Twin Cities Metro | 4.27                    | *                   | 4.30   | 3.96      |

### Projected Payroll Budget Increase in 2024: By Region

| Wisconsin Region            | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|-----------------------------|-------------------------|---------------------|--------|-----------|
| Region 2: Central           | 3.72                    | *                   | *      | *         |
| Region 3: Twin Cities Metro | 4.33                    | *                   | 4.32   | 4.19      |

# Iowa Participation



## Public Sector Responses by Region

|                            |    |
|----------------------------|----|
| Region 1: Northwest        | 6  |
| Region 2: Northeast        | 11 |
| Region 3: Des Moines Metro | 6  |
| Region 4: Southwest        | 2  |
| Region 5: Southeast        | 7  |

## Private Sector Responses by Region

|                            |    |
|----------------------------|----|
| Region 1: Northwest        | 2  |
| Region 2: Northeast        | 17 |
| Region 3: Des Moines Metro | 6  |
| Region 4: Southwest        | 1  |
| Region 5: Southeast        | 12 |

## Iowa Summary: Public Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 18 | 4.21        |
| Exempt (Non-Union)     | 18 | 4.23        |
| Union – General        | 10 | 3.85        |
| Union – Teachers       | 2  | *           |
| Union – Police         | 8  | 5.19        |
| Union – Fire           | 5  | 4.80        |
| Union – Transit        | 1  | *           |
| Union – Utility        | 7  | 3.86        |
| <b>All Groups</b>      |    | <b>4.21</b> |

### Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 11 | 3.96        |
| Exempt (Non-Union)     | 11 | 3.43        |
| Union – General        | 8  | 3.06        |
| Union – Teachers       | 2  | *           |
| Union – Police         | 5  | 3.60        |
| Union – Fire           | 1  | *           |
| Union – Transit        | 1  | *           |
| Union - Utility        | 7  | 3.04        |
| <b>All Groups</b>      |    | <b>3.52</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 29 | 4.51        |
| Exempt (Non-Union)     | 25 | 4.21        |
| Union – General        | 11 | 4.19        |
| Union – Teachers       | 3  | *           |
| Union – Police         | 11 | 4.87        |
| Union – Fire           | 5  | 3.90        |
| Union – Transit        | -  | *           |
| Union – Utility        | 6  | 5.72        |
| <b>All Groups</b>      |    | <b>4.43</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 22 | 4.28        |
| Exempt (Non-Union)     | 17 | 3.87        |
| Union – General        | 8  | 4.06        |
| Union – Teachers       | 3  | *           |
| Union – Police         | 7  | 4.36        |
| Union – Fire           | 2  | *           |
| Union – Transit        | -  | *           |
| Union - Utility        | 6  | 3.96        |
| <b>All Groups</b>      |    | <b>4.04</b> |

## Iowa Summary: Private Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 14 | 3.29        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 17 | 3.21        |
| Executive / Officer    | 13 | 3.31        |
| <b>All Groups</b>      |    | <b>3.23</b> |

### Projected Structural Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 8  | 4.13        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 10 | 3.45        |
| Executive / Officer    | 7  | 3.79        |
| <b>All Groups</b>      |    | <b>3.03</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 34 | 4.19        |
| Non-Exempt (Union)     | 3  | *           |
| Exempt Salaried        | 32 | 4.17        |
| Executive / Officer    | 24 | 3.99        |
| <b>All Groups</b>      |    | <b>4.10</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 16 | 4.06        |
| Non-Exempt (Union)     | 1  | *           |
| Exempt Salaried        | 17 | 4.44        |
| Executive / Officer    | 12 | 3.69        |
| <b>All Groups</b>      |    | <b>3.72</b> |



# Iowa Regions: Public Sector

Only regions with sufficient sample reporting are shown.

## Actual Structure Increase in 2023: By Region

| Iowa Region         | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 2: Northeast | 4.31       | 4.37   | 3.44    | *        | *      | *    | *       | *       |

## Projected Structure Increase in 2024: By Region

| Iowa Region         | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 2: Northeast | 4.72       | 3.83   | 3.30    | *        | *      | *    | *       | *       |

## Actual Payroll Budget Increase in 2023: By Region

| Iowa Region                | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|----------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                            |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest        | 3.29       | 2.90   | *       | *        | *      | *    | *       | *       |
| Region 2: Northeast        | 4.52       | 4.67   | 4.33    | *        | *      | *    | *       | *       |
| Region 3: Des Moines Metro | 3.54       | 3.54   | *       | *        | 3.01   | *    | *       | *       |
| Region 5: Southeast        | 6.70       | *      | *       | *        | *      | *    | *       | *       |

## Projected Payroll Budget Increase in 2024: By Region

| Iowa Region         | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest | 3.21       | *      | *       | *        | *      | *    | *       | *       |
| Region 2: Northeast | 4.44       | 3.77   | 3.00    | *        | *      | *    | *       | *       |
| Region 5: Southeast | 4.92       | *      | *       | *        | *      | *    | *       | *       |

# Iowa Regions: Private Sector

Only regions with sufficient sample reporting are shown.

## Actual Structure Increase in 2023: By Region

| Iowa Region         | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|---------------------|-------------------------|---------------------|--------|-----------|
| Region 2: Northeast | 2.79                    | *                   | 2.95   | 3.10      |
| Region 5: Southeast | 3.92                    | *                   | 3.50   | 3.42      |

## Projected Structure Increase in 2024: By Region

| Iowa Region         | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|---------------------|-------------------------|---------------------|--------|-----------|
| Region 2: Northeast | *                       | *                   | 1.80   | *         |

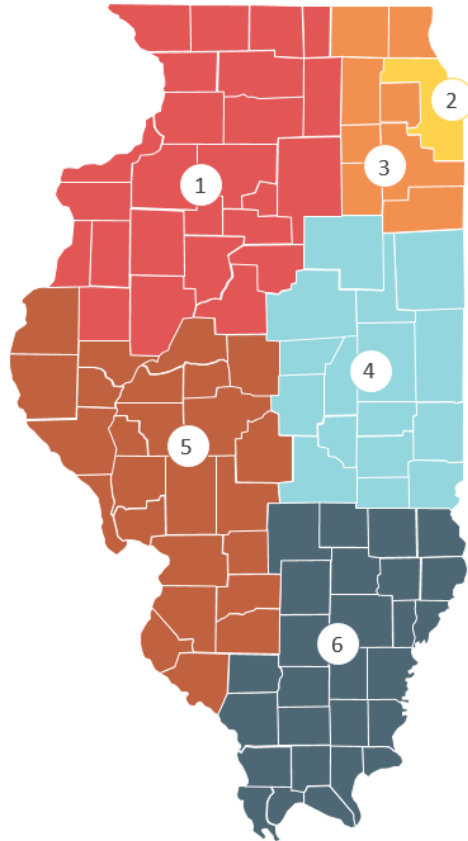
## Actual Payroll Budget Increase in 2023: By Region

| Iowa Region                | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|----------------------------|-------------------------|---------------------|--------|-----------|
| Region 1: Northeast        | 3.80                    | *                   | 3.83   | 4.08      |
| Region 3: Des Moines Metro | 4.28                    | *                   | *      | *         |
| Region 5: Southeast        | 4.26                    | *                   | 4.41   | 3.98      |

## Projected Payroll Budget Increase in 2024: By Region

| Iowa Region         | Non-Exempt<br>Non-Union | Non-Exempt<br>Union | Exempt | Executive |
|---------------------|-------------------------|---------------------|--------|-----------|
| Region 2: Northeast | 3.48                    | *                   | 3.67   | 2.94      |
| Region 5: Southeast | 4.75                    | *                   | 5.67   | 4.26      |

# Illinois Participation



## Public Sector Responses by Region

|                        |   |
|------------------------|---|
| Region 1: Northwest    | 4 |
| Region 2: Cook County  | 0 |
| Region 3: Northeast    | 2 |
| Region 4: East Central | 1 |
| Region 5: West Central | 2 |
| Region 6: Southern     | 0 |

## Private Sector Responses by Region

|                        |    |
|------------------------|----|
| Region 1: Northwest    | 14 |
| Region 2: Cook County  | 7  |
| Region 3: Northeast    | 9  |
| Region 4: East Central | 2  |
| Region 5: West Central | 3  |
| Region 6: Southern     | 0  |

# Illinois Summary – Public Sector

## Actual Structural Increase in 2023

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 8 | 2.94        |
| Exempt (Non-Union)     | 8 | 2.94        |
| Union – General        | 4 | *           |
| Union – Teachers       | 4 | *           |
| Union – Police         | 2 | *           |
| Union – Fire           | 1 | *           |
| Union – Transit        | - | *           |
| Union – Utility        | - | *           |
| <b>All Groups</b>      |   | <b>3.54</b> |

## Projected Structural Increase in 2024

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 6 | 4.17        |
| Exempt (Non-Union)     | 6 | 4.17        |
| Union – General        | 4 | *           |
| Union – Teachers       | 3 | *           |
| Union – Police         | 1 | *           |
| Union – Fire           | - | *           |
| Union – Transit        | - | *           |
| Union - Utility        | - | *           |
| <b>All Groups</b>      |   | <b>4.51</b> |

## Actual Payroll Budget Increase in 2023

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 8 | 5.46        |
| Exempt (Non-Union)     | 9 | 5.44        |
| Union – General        | 5 | 4.80        |
| Union – Teachers       | 4 | *           |
| Union – Police         | 3 | *           |
| Union – Fire           | 2 | *           |
| Union – Transit        | - | *           |
| Union – Utility        | 1 | *           |
| <b>All Groups</b>      |   | <b>4.90</b> |

## Projected Payroll Budget Increase in 2024

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 7 | 4.22        |
| Exempt (Non-Union)     | 8 | 5.31        |
| Union – General        | 5 | 3.20        |
| Union – Teachers       | 3 | *           |
| Union – Police         | 2 | *           |
| Union – Fire           | 1 | *           |
| Union – Transit        | - | *           |
| Union - Utility        | 1 | *           |
| <b>All Groups</b>      |   | <b>4.61</b> |

## Illinois Summary – Private Sector

### Actual Structural Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 16 | 2.73        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 16 | 2.89        |
| Executive / Officer    | 12 | 2.68        |
| <b>All Groups</b>      |    | <b>3.01</b> |

### Projected Structural Increase in 2024

| Employee Group         | n | Average     |
|------------------------|---|-------------|
| Non-Exempt (Non-Union) | 7 | 2.94        |
| Non-Exempt (Union)     | 1 | *           |
| Exempt Salaried        | 7 | 2.87        |
| Executive / Officer    | 6 | 3.18        |
| <b>All Groups</b>      |   | <b>3.91</b> |

### Actual Payroll Budget Increase in 2023

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 31 | 3.72        |
| Non-Exempt (Union)     | 4  | *           |
| Exempt Salaried        | 32 | 4.18        |
| Executive / Officer    | 21 | 4.11        |
| <b>All Groups</b>      |    | <b>4.39</b> |

### Projected Payroll Budget Increase in 2024

| Employee Group         | n  | Average     |
|------------------------|----|-------------|
| Non-Exempt (Non-Union) | 17 | 3.41        |
| Non-Exempt (Union)     | 2  | *           |
| Exempt Salaried        | 15 | 3.20        |
| Executive / Officer    | 11 | 3.27        |
| <b>All Groups</b>      |    | <b>4.29</b> |

# Illinois Regions: Overall

The following data includes both private and public sectors. Only regions with sufficient sample reporting are shown.

## Actual Structure Increase in 2023: By Region

| Illinois Region     | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest | 3.35       | 3.35   | *       | *        | *      | *    | *       | *       |
| Region 3: Northeast | 2.80       | 3.30   | *       | *        | *      | *    | *       | *       |

## Projected Structure Increase in 2024: By Region

| Illinois Region     | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest | 3.94       | 3.94   | *       | *        | *      | *    | *       | *       |

## Actual Payroll Budget Increase in 2023: By Region

| Illinois Region        | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|------------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                        |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest    | 4.32       | 4.44   | *       | *        | *      | *    | *       | *       |
| Region 2: Cook County  | 3.28       | 4.65   | *       | *        | *      | *    | *       | *       |
| Region 3: Northeast    | 4.61       | 4.77   | *       | *        | *      | *    | *       | *       |
| Region 5: West Central | 3.00       | 3.52   | *       | *        | *      | *    | *       | *       |

## Projected Payroll Budget Increase in 2024: By Region

| Illinois Region     | Non-Exempt | Exempt | Union   |          |        |      |         |         |
|---------------------|------------|--------|---------|----------|--------|------|---------|---------|
|                     |            |        | General | Teachers | Police | Fire | Transit | Utility |
| Region 1: Northwest | 4.40       | 3.82   | *       | *        | *      | *    | *       | *       |
| Region 3: Northeast | 3.00       | 4.67   | *       | *        | *      | *    | *       | *       |