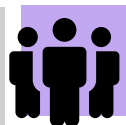


United States

Salary Budget Planning Data

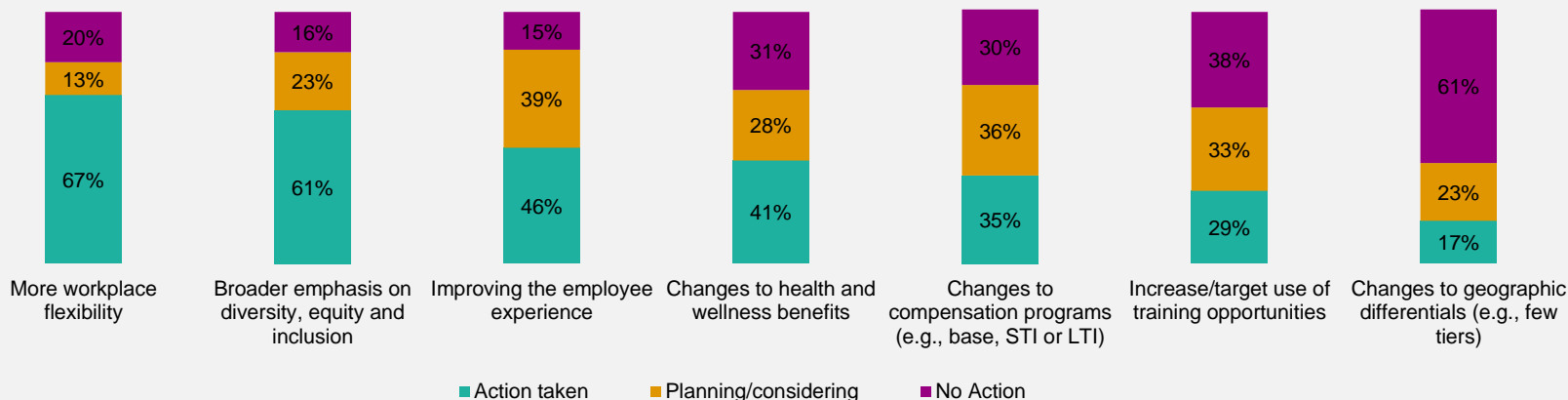


1550

Number of
Participating Organizations

	2022 Actual Median	2022 Actual Average	2023 Forecast Median	2023 Forecast Average
Overall Salary Increase	4.0%	4.2%	4.1%	4.6%

Actions Organizations Have Taken or are Planning/Considering Taking to Address the Competitive Labor Market and Inflationary Pressures



Top 5 compensation actions	Have Taken Action or Are Planning/Considering Actions
Compensation review of specific employee groups	81%
Hire people higher in relevant salary range	80%
Raise starting salary ranges	79%
Targeted base salary increases for specific employee groups	77%
Full compensation review of all employees	75%