



THE EMPLOYERS' ASSOCIATION  
THE REGIONAL HR RESOURCE

# The 2005-2006 National Wage & Salary Adjustment Survey

This report is based on data received from over 4,218 member companies at EA's across the US. The firms represent a geographic and industrial cross section of the United States, approximately 51% were manufacturing, 49% were non-manufacturing. This survey covers adjustments which were given between 7/01/04 and 6/30/05 and projected adjustments for 7/1/05 to 6/30/06.\* Bonuses including lump sum and ratification bonuses were not included in the tabulations.

## Adjustment projected last year for the period between 7/1/04 and 6/30/05:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.3%	2.8%	3.3%	3.4%	3.6%
<b>Non-Manufacturing</b>	3.4%	3.2%	3.5%	3.6%	3.9%
<b>All Organizations</b>	3.4%	3.0%	3.4%	3.5%	3.7%

## Actual average pay adjustment between 7/1/04 and 6/30/05:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.4%	2.9%	3.4%	3.6%	4.1%
<b>Non-Manufacturing</b>	3.7%	3.2%	3.7%	3.9%	4.1%
<b>All Organizations</b>	3.5%	3.0%	3.6%	3.8%	4.1%

## Projected average adjustment between 7/1/05 and 6/30/06:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.3%	2.9%	3.4%	3.5%	3.8%
<b>Non-Manufacturing</b>	3.5%	3.1%	3.6%	3.8%	3.9%
<b>All Organizations</b>	3.4%	3.0%	3.5%	3.6%	3.9%

PMS-NU	= Non-Union Hourly Production, Maintenance and Service Positions
PMS-U	= Union Hourly Production, Maintenance and Service Positions
CT	= Non-Exempt Clerical and Technical Positions
SMP	= Exempt Supervisory, Managerial and Professional Positions
EXEC	= Executive/Officer Positions

\*Some associations reported manufacturing data only, some non-manufacturing only and some combined only. Therefore, averaging or adding non-manufacturing and manufacturing data will not necessarily produce the combined figures.



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# The 2005-2006 Local Wage & Salary Adjustment Survey

This report is based on data received from 58 member companies. The participating firms are 47% manufacturing and 53% non-manufacturing. This survey covers adjustments which were given between 8/1/04 and 7/31/05 and projected adjustments for 8/1/05 to 7/31/06.\* Bonuses including lump sum and ratification bonuses were not included in the tabulations.

## Adjustment projected last year for the period between 8/1/04 and 7/31/05:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.2%	2.9%	3.2%	3.2%	3.8%
<b>Non-Manufacturing</b>	3.3%	2.7%	3.4%	3.7%	4.3%
<b>All Organizations</b>	3.3%	2.8%	3.3%	3.4%	4.1%

## Actual average pay adjustment between 8/1/04 and 7/31/05:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.0%	3.0%	3.2%	3.3%	3.6%
<b>Non-Manufacturing</b>	3.4%	2.7%	3.7%	3.9%	4.2%
<b>All Organizations</b>	3.2%	2.8%	3.4%	3.6%	4.0%

## Projected average adjustment between 8/1/05 and 7/31/06:

	PMS-NU	PMS-U	CT	SMP	EXEC
<b>Manufacturing</b>	3.1%	3.0%	3.1%	3.3%	3.1%
<b>Non-Manufacturing</b>	3.1%	2.8%	4.0%	3.5%	3.7%
<b>All Organizations</b>	3.1%	2.9%	3.5%	3.4%	3.5%

PMS-NU	= Non-Union Hourly Production, Maintenance and Service Positions
PMS-U	= Union Hourly Production, Maintenance and Service Positions
CT	= Non-Exempt Clerical and Technical Positions
SMP	= Exempt Supervisory, Managerial and Professional Positions
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\*Some associations reported manufacturing data only, some non-manufacturing only and some combined only. Therefore, averaging or adding non-manufacturing and manufacturing data will not necessarily produce the combined figures.