



2012

Salary Planning Guide

Conducted by:
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Table of Contents

OVERVIEW	3
RESPONDENT DATA	5
SUMMARY OF WAGE AND SALARY ADJUSTMENTS DURING 2011	6
General Wage & Salary Adjustments	6
Structure Changes	8
Promotional Increases	9
Variable/Bonus Pay	9
PROJECTED WAGE AND SALARY INCREASES FOR 2012	10
General Wage & Salary Adjustments	10
Structure Changes	12
Promotional Increases	13
Variable/Bonus Pay	13
Pay Program Type	14
Economic Indicators	15
Consumer Price Index (CPI)	16
Employment Cost Index (ECI)	19

OVERVIEW

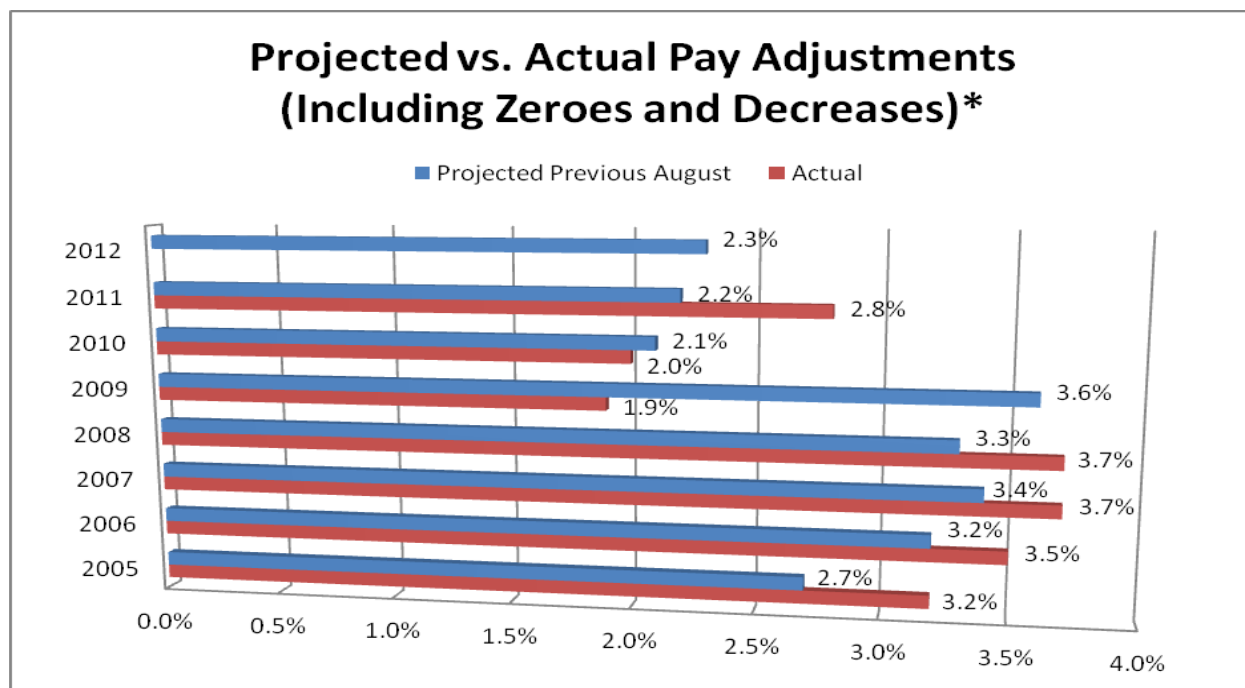
MEA's 2012 Wage and Salary Planning Packet presents a summary of wage increases that were awarded in 2011 and increases anticipated for the year 2012. The increases are presented as a percent of pay for positions grouped into five categories:

- *Union Contract;*
- *Non-Exempt Production, Maintenance & Service Workers (PMS);*
- *Non-Exempt Clerical and Technical Staff (CT);*
- *Exempt Supervisory, Management and Professional Personnel (SMP), and*
- *Executives*

Data was collected in July/August 2011 from a variety of firms across industries throughout MEA's service region, which includes Southeastern Pennsylvania, Southern New Jersey and Delaware. In total, 55 companies participated in this year's survey. The wage and salary adjustments are presented for all companies participating in the study and are also divided according to type of firm (manufacturing vs. non-manufacturing) and by size of firm based on the number of employees.

In addition to general wage increases, the survey report includes information about promotional increases, variable pay and the type of pay programs utilized by our respondents. Finally, as in previous reports, benchmark data for general inflation trends are also presented. These include the regional and national Consumer Price Index and regional and national Employment Cost index.

The projected overall average increase for 2012 is 2.3 percent, including zeroes and decreases. The average budgeted increase for those companies planning pay adjustments in 2012 is 3.0% (as noted in the chart on page 10 titled "Anticipated Total Increases- excluding zeroes and decreases").



* Data extracted from MEA Salary Planning Guides.

The information in this survey is designed to assist companies in making effective budgetary plans for 2012. We hope that you find its contents useful and informative. If you have any questions, or if we may be of any assistance to you in evaluating your compensation plans and programs for 2012, please do not hesitate to call MEA at 610-666-7330.

ANNUAL WAGE AND SALARY ADJUSTMENT SURVEY

RESPONDENT DATA

Number of Member Companies Reporting – 55*

Respondents by Employment Size

	No. of Respondents	
	No. of Respondents	%
1-100	34	61.8%
101-500	17	30.9%
501-1000	1	1.8%
More than 1000	3	5.5%
Total	55	100.0%

Respondents by Employment Size and Type of Operation

	Type of Operation			
	Manufacturing		NonManufacturing	
	No. of Respondents	%	No. of Respondents	%
1-100	23	59.0%	11	68.7%
101-500	14	35.9%	3	18.7%
501-1000	0	0.0%	1	6.3%
More than 1000	2	5.1%	1	6.3%
Total	39	100.0%	16	100.0%

Respondents by Type of Industry

	No. of Respondents	
	No. of Respondents	%
Manufacturing - Durable Goods	30	54.5%
Manufacturing - Non-Durable Goods	9	16.4%
Wholesale Trade - Durable/Non-Durable	4	7.3%
Retail Trade	2	3.6%
Finance, Insurance & Real Estate	2	3.6%
Professional & Business Services	8	14.6%
Total	55	100.0%