



## 2014/15 Salary Increase Survey

August 15, 2014

Carlson Dettmann Consulting, LLC is pleased to release the results of our first-ever Wisconsin Public Sector Salary Increase Survey. In the future we hope to coordinate two separate surveys. The first will occur in at the end of the year to collect information on *actual decisions made* as it relates to salary increases. The second will be conducted mid-summer to collect information on *anticipated increases*, to coincide with your budget planning processes. Your participation is both appreciated and necessary for the future success of these efforts.

As it pertains to this survey, for most employee groups, averages across the state are estimated to increase from 2014 to 2015. The group experiencing the smallest increases this year, and predicting the smallest increases for next year, are teachers. The group experiencing the largest increases this year, and next, are police employees. The details of the sample sizes (n), and averages associated with each of the employee groups, are captured below. While we originally asked for regionalized information, it was our observation that (1) the sample sizes were not big enough by region to present reliable data, and (2) the data across regions was relatively stable, all things considered.

### Wisconsin Statewide Summary

Employee Group	2014		2015	
	n	Average	n	Average
Exempt (Non-Union)	110	1.68%	65	1.78%
Non-Exempt (Non-Union)	106	1.68%	64	1.76%
General Municipal (Union)	50	1.46%	25	1.54%
Teachers (Union)	16	1.09%	11	1.21%
Police (Union)	81	2.32%	53	2.04%
Fire (Union)	39	2.26%	26	2.03%
Transit (Union)	13	1.27%	6	1.42%

For purposes of comparison, the recently published 41<sup>st</sup> Annual “*WorldatWork 2014-2015 Salary Budget Survey*” reports higher anticipated structural increases. For the Central Region (which includes Wisconsin), the anticipated salary structure increase for 2015 is 2.1%, compared to an actual of 1.9% in 2014.

Further review of the WorldatWork report shows that the “total salary budget” reflects a 3.0% adjustment in both years for the Central Region. Finally, the report shows that the “total salary budget” adjustment for the state of Wisconsin (both public and private sectors) was 2.9% for 2014 and 2015. The “total salary budget” includes both the structural adjustments to pay as well as the individual employee adjustments (e.g. merit, performance, steps, etc.).

Carlson Dettmann Consulting, LLC is available to address all of your employee compensation needs. Please contact [Patrick Glynn](mailto:patrick.glynn@carlsondettmann.com) (920.418.2140) or [Charlie Carlson](mailto:charlie.carlson@carlsondettmann.com) (608.239.7991) for more information on how we may assist your organization.