

UPPER MIDWEST WAGE INCREASES

**SURVEY  
REPORT  
2018/2019**

**CARLSON**  

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**DETTMANN**  
CONSULTING

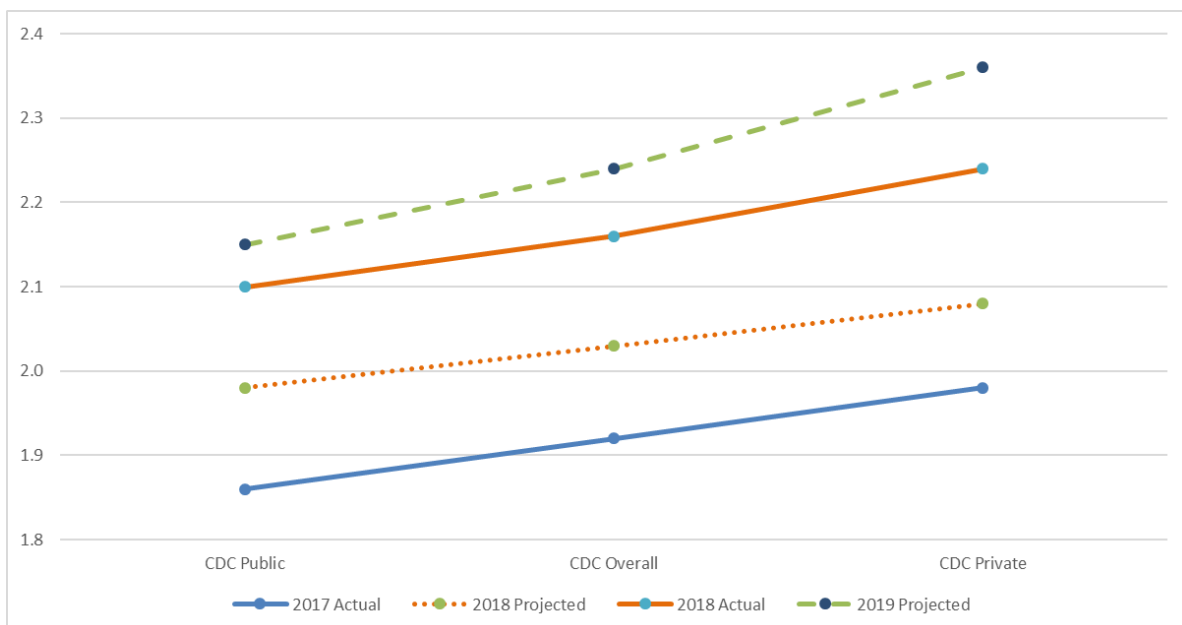
*A Cottingham & Butler Company*

# Overview

Carlson Dettmann Consulting, a Cottingham & Butler Company, is pleased to release the results of our **2018/2019 Upper Midwest Annual Wage Increase Survey**. The survey was open for participation from June 19 - August 29, 2018, and 732 valid responses were collected. Among all participants, the average 2018 wage structure increase was 2.16% and the average projected 2019 wage structure increase is 2.24%. A few notes about the survey and results:

- Our survey participation grew by 36% this year, with considerable growth in Iowa and Illinois.
- The mix of public sector vs. private sector participation is 57% vs. 43%, respectively.
- As it pertains to this survey, for all employee groups in the public sector, wage structures were estimated to increase an average of 2.15% from 2018 to 2019.
- In the private sector, for all employee groups, wage structures are estimated to increase an average of 2.36% from 2018 to 2019.
- For purposes of comparison, the recently published 45<sup>th</sup> Annual “WorldatWork 2018-2019 Salary Budget Survey” reports that the average 2018 salary structure increase in the US was 2.0%. For the Central Region (including Wisconsin), the average project actual salary structure increase for 2019 is 2.1%, compared to an actual increase of 2.0% in 2018.
- Data not reported and denoted with \* are due to insufficient response rate.

## Structure Increases by Sector Over Time



# Summary of Total Respondents

## Responses by Public Entity Type

City	207
County	62
School District	56
Technical College	9
Town	10
Utility	35
Village	38
<b>Total Public Sector</b>	<b>417</b>

## Responses by State

Wisconsin	392
Iowa	196
Minnesota	89
Illinois	47
Other Midwest States	8
<b>Total Responses</b>	<b>732</b>

## Responses by Private Sector Type

Agriculture	4
Construction, Machinery, and Homes	18
Education	10
Finance and Insurance	17
Healthcare and Pharmaceuticals	19
Hospitality and Entertainment	10
Manufacturing	127
Nonprofit	30
Professional and Technical Services	19
Printing and Publishing	5
Retail and Wholesale Trade	24
Social Services	3
Telecommunications, Technology, Internet	2
Transportation and Delivery	20
Utilities, Energy and Extraction	3
Other	5
<b>Total Private Sector</b>	<b>315</b>

## List of Reports

- Part A: All Respondents
- Part B: Wisconsin Summary
- Part C: Wisconsin Public Sector
- Part D: Wisconsin Private Sector
- Part E: Minnesota Summary
- Part F: Minnesota Public Sector
- Part G: Minnesota Private Sector
- Part H: Iowa Summary
- Part I: Iowa Public Sector
- Part J: Iowa Private Sector
- Part K: Illinois Summary

# Part A All Respondents

## Public Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	390	2.06
Exempt (Non-Union)	347	2.04
Union – General	112	2.28
Union – Teachers	58	2.04
Union – Police	210	2.18
Union – Fire	88	2.22
Union – Transit	28	1.92
<b>All Groups</b>		<b>2.10</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	266	2.13
Exempt (Non-Union)	239	2.13
Union - General	90	2.27
Union – Teachers	37	2.11
Union – Police	153	2.19
Union – Fire	68	2.17
Union – Transit	25	2.00
<b>All Groups</b>		<b>2.15</b>

## Private Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	278	2.34
Non-Exempt (Union)	73	1.70
Exempt Salaried	285	2.31
Executive / Officer	275	2.21
<b>All Groups</b>		<b>2.24</b>
<b>All Groups – Union Omitted</b>		<b>2.29</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	193	2.39
Non-Exempt (Union)	50	1.81
Exempt Salaried	187	2.50
Executive / Officer	179	2.32
<b>All Groups</b>		<b>2.36</b>
<b>All Groups – Union Omitted</b>		<b>2.41</b>

### % Change in Total Payroll Budget – Private Sector Only

The overall expected change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, in addition to costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. Because this information is not typically tracked by group, we only ask for the overall change in total payroll budget.

	n	Average
2018 – Actual	315	2.75
2019 – Projected	248	2.80

# Part B Wisconsin

## Public Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	210	1.88
Exempt (Non-Union)	206	1.87
Union – General	29	1.70
Union – Teachers	36	1.94
Union – Police	139	2.02
Union – Fire	46	2.13
Union – Transit	11	1.59
<b>All Groups</b>		<b>1.91</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	139	1.97
Exempt (Non-Union)	136	1.96
Union – General	20	1.77
Union – Teachers	24	2.10
Union – Police	96	2.02
Union – Fire	33	1.96
Union – Transit	10	1.87
<b>All Groups</b>		<b>1.97</b>

## Private Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	162	2.32
Non-Exempt (Union)	35	1.50
Exempt Salaried	163	2.25
Executive / Officer	156	2.02
<b>All Groups</b>		<b>2.15</b>
<b>All Groups – Union Omitted</b>		<b>2.20</b>

### Projected Structural Increase in 2019

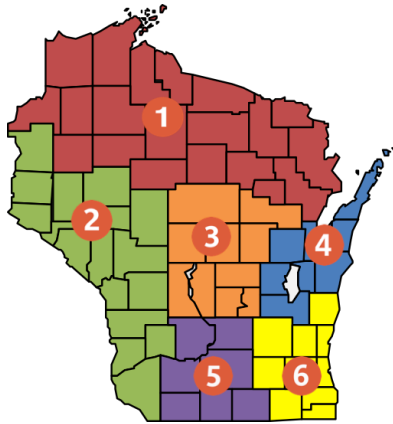
Employee Group	n	Average
Non-Exempt (Non-Union)	114	2.36
Non-Exempt (Union)	27	1.66
Exempt Salaried	110	2.38
Executive / Officer	106	2.23
<b>All Groups</b>		<b>2.27</b>
<b>All Groups – Union Omitted</b>		<b>2.32</b>

### % Change in Total Payroll Budget – Private Sector Only

The overall expected change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, in addition to costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. Because this information is not typically tracked by group, we only ask for the overall change in total payroll budget.

	n	Average
2018 – Actual	177	2.70
2019 – Projected	147	2.82

# Part C Wisconsin Regions: Public Sector



## Public Sector Responses by Region

Region 1: Northern Wisconsin	21
Region 2: Western Wisconsin	24
Region 3: Central Wisconsin	22
Region 4: Fox Valley-Northeast Wisconsin	43
Region 5: South Central Wisconsin	38
Region 6: Southeast Wisconsin	67

## Actual Structure Increase in 2018: By Region

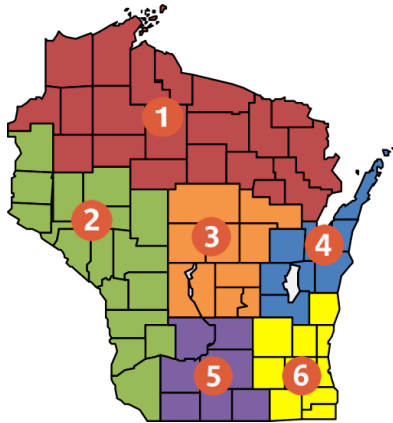
Wisconsin Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northern	1.35	1.28	*	*	1.88	*	*
Region 2: Western	2.12	2.18	1.67	*	2.05	1.90	*
Region 3: Central	1.50	1.60	*	*	1.92	*	*
Region 4: Fox Valley-Northeast	2.19	2.18	2.13	2.21	2.27	2.33	*
Region 5: South Central	2.17	2.10	1.18	2.48	1.81	2.33	*
Region 6: Southeast	1.71	1.72	1.71	1.82	2.08	2.00	*

## Projected Structure Increase in 2019: By Region

Wisconsin Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northern	1.58	1.51	*	*	1.97	*	*
Region 2: Western	2.03	2.07	1.13	*	2.18	*	*
Region 3: Central	1.65	1.71	*	*	1.98	*	*
Region 4: Fox Valley-Northeast	2.23	2.14	2.00	2.15	2.08	1.96	*
Region 5: South Central	2.23	2.23	*	2.50	2.01	*	*
Region 6: Southeast	1.86	1.87	2.08	1.96	2.00	1.85	*

Please note: data not reported and denoted with \* are due to an insufficient response rate

# Part D Wisconsin Regions: Private Sector



## Private Sector Responses by Region

Region 1: Northern	5
Region 2: Western	16
Region 3: Central	15
Region 4: Fox Valley-Northeast	46
Region 5: South Central	57
Region 6: Southeast	38

## Actual Structure Increase in 2018: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 1: Northern	1.80	*	1.60	1.40
Region 2: Western	2.43	*	2.42	2.29
Region 3: Central	2.60	*	2.12	1.63
Region 4: Fox Valley-Northeast Wisconsin	2.11	1.55	2.02	1.72
Region 5: South Central	2.37	1.49	2.36	1.99
Region 6: Southeast Wisconsin	2.42	1.14	2.42	2.58

## Projected Structure Increase in 2019: By Region

Wisconsin Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 1: Northern	*	*	*	*
Region 2: Western	2.28	*	2.24	2.28
Region 3: Central	2.69	*	2.67	2.25
Region 4: Fox Valley-Northeast Wisconsin	2.50	1.93	2.49	2.24
Region 5: South Central	2.10	1.72	2.17	1.91
Region 6: Southeast Wisconsin	2.59	*	2.58	2.84

# Part E Minnesota

## Public Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	37	2.25
Exempt (Non-Union)	36	2.31
Union – General	24	2.71
Union – Teachers	9	2.33
Union – Police	19	2.67
Union – Fire	9	2.47
Union – Transit	4	*
<b>All Groups</b>		<b>2.41</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	30	2.37
Exempt (Non-Union)	29	2.47
Union – General	23	2.53
Union – Teachers	7	1.90
Union – Police	16	2.66
Union – Fire	7	2.64
Union – Transit	4	1.70
<b>All Groups</b>		<b>2.43</b>

## Private Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	46	2.25
Non-Exempt (Union)	14	1.70
Exempt Salaried	46	2.37
Executive / Officer	46	2.85
<b>All Groups</b>		<b>2.42</b>
<b>All Groups – Union Omitted</b>		<b>2.49</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	35	2.47
Non-Exempt (Union)	6	2.35
Exempt Salaried	32	2.89
Executive / Officer	29	2.59
<b>All Groups</b>		<b>2.63</b>
<b>All Groups – Union Omitted</b>		<b>2.65</b>

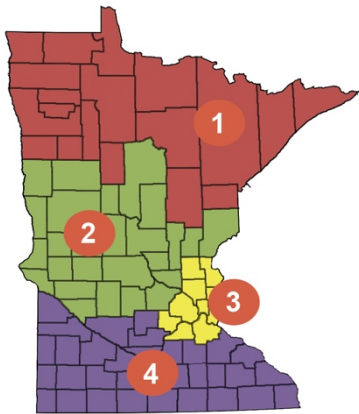
### % Change in Total Payroll Budget – Private Sector Only

The overall expected change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, in addition to costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. Because this information is not typically tracked by group, we only ask for the overall change in total payroll budget.

	n	Average
2018 – Actual	51	2.96
2019 – Projected	39	2.60



# Part F Minnesota Regions - Public Sector



## Public Sector Reponses by Region

Region 1: Northern	1
Region 2: Central	7
Region 3: Twin Cities Metro	25
Region 4: Southern	5

## Actual Structure Increase in 2018: By Region

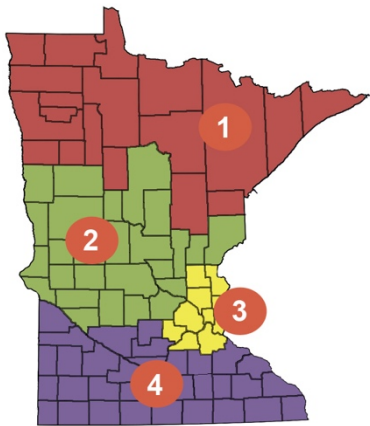
Minnesota Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 2: Central Minnesota	1.89	2.28	*	*	*	*	*
Region 3: Twin Cities	2.27	2.21	2.68	2.17	2.69	2.23	*
Region 4: Southern	*	2.76	*	*	*	*	*

## Projected Structure Increase in 2019: By Region

Minnesota Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 2: Central Minnesota	2.20	2.20	*	*	*	*	*
Region 3: Twin Cities	2.31	2.48	2.45	1.76	2.70	2.60	*

Please note: data not reported and denoted with \* are due to an insufficient response rate

# Part G Minnesota Regions - Private Sector



## Private Sector Responses by Region

Region 1: Northern	4
Region 2: Central	6
Region 3: Twin Cities Metro	27
Region 4: Southern	14

## Actual Structure Increase in 2018: By Region

Minnesota Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 3: Twin Cities Metro	2.25	1.61	2.08	2.50
Region 4: Southern	2.70	*	3.05	3.98

## Projected Structure Increase in 2019: By Region

Minnesota Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 3: Twin Cities Metro	2.41	*	2.48	2.44
Region 4: Southern	2.97	*	3.77	2.80

# Part H Iowa

## Public Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	121	2.34
Exempt (Non-Union)	82	2.38
Union – General	44	2.53
Union – Teachers	9	2.02
Union – Police	35	2.57
Union – Fire	22	2.26
Union – Transit	11	2.24
<b>All Groups</b>		<b>2.38</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	86	2.34
Exempt (Non-Union)	61	2.40
Union – General	38	2.43
Union – Teachers	5	2.43
Union – Police	32	2.50
Union – Fire	20	2.33
Union – Transit	9	2.21
<b>All Groups</b>		<b>2.38</b>

## Private Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	42	2.46
Non-Exempt (Union)	15	1.91
Exempt Salaried	45	2.48
Executive / Officer	44	2.59
<b>All Groups</b>		<b>2.45</b>
<b>All Groups – Union Omitted</b>		<b>2.51</b>

### Projected Structural Increase in 2019

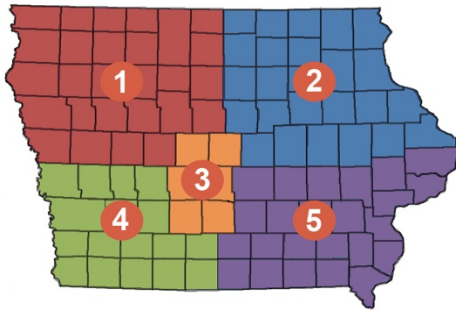
Employee Group	n	Average
Non-Exempt (Non-Union)	30	2.58
Non-Exempt (Union)	11	1.95
Exempt Salaried	31	2.72
Executive / Officer	30	2.86
<b>All Groups</b>		<b>2.64</b>
<b>All Groups – Union Omitted</b>		<b>2.72</b>

### % Change in Total Payroll Budget – Private Sector Only

The overall expected change in an organization's budgeted payroll expressed as a percentage. This includes structural increases, in addition to costs associated with the following: step increases, merit/performance increases, equity adjustments, etc. Because this information is not typically tracked by group, we only ask for the overall change in total payroll budget.

	n	Average
2018 – Actual	56	2.68
2019 – Projected	48	2.88

# Part I Iowa Regions: Public Sector



## Public Sector Responses by Region

Region 1: Northwest	38
Region 2: Northeast	50
Region 3: Des Moines Metro	19
Region 4: Southwest	11
Region 5: Southeast	22

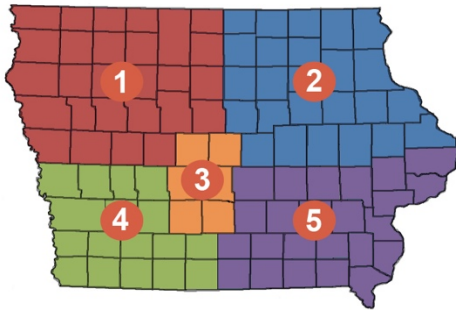
## Actual Structure Increase in 2018: By Region

Iowa Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northwest	2.36	2.22	*	*	*	*	*
Region 2: Northeast	2.35	2.38	2.65	1.95	2.45	1.54	*
Region 3: Des Moines Metro	2.26	2.28	2.56	*	2.74	2.65	*
Region 4: Southwest	2.13	2.17	*	*	*	*	*
Region 5: Southeast	2.43	2.85	2.54	*	2.45	2.44	2.46

## Projected Structure Increase in 2019: By Region

Iowa Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northwest	2.44	2.53	*	*	*	*	*
Region 2: Northeast	2.09	2.12	2.38	*	2.23	1.91	*
Region 3: Des Moines Metro	2.61	2.55	2.69	2.50	2.81	2.64	2.50
Region 4: Southwest	2.16	*	*	*	*	*	*
Region 5: Southeast	2.52	2.68	2.60	*	2.47	2.46	2.50

# Part J Iowa Regions: Private Sector



## Private Sector Responses by Region

Region 1: Northwest	5
Region 2: Northeast	32
Region 3: Des Moines Metro	8
Region 4: Southwest	-
Region 5: Southeast	11

## Actual Structure Increase in 2018: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 2: Northeast	2.73	2.20	2.65	2.66
Region 5: Southeast	2.08	*	2.19	1.97

## Projected Structure Increase in 2019: By Region

Iowa Region	Non-Exempt Non-Union	Non-Exempt Union	Exempt	Executive
Region 2: Northeast	2.21	1.69	2.60	2.73
Region 5: Southeast	3.52	*	2.84	2.44

# Part K Illinois

## Public Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	16	2.17
Exempt (Non-Union)	17	2.04
Union – General	11	2.23
Union – Teachers	4	*
Union – Police	13	1.96
Union – Fire	9	2.36
Union – Transit	1	*
<b>All Groups</b>		<b>2.14</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	7	1.80
Exempt (Non-Union)	9	1.68
Union – General	7	2.11
Union – Teachers	1	*
Union – Police	7	1.97
Union – Fire	6	2.20
Union – Transit	1	*
<b>All Groups</b>		<b>1.97</b>

## Private Sector

### Actual Structural Increase in 2018

Employee Group	n	Average
Non-Exempt (Non-Union)	25	2.22
Non-Exempt (Union)	7	1.84
Exempt Salaried	28	2.28
Executive / Officer	26	1.51
<b>All Groups</b>		<b>1.99</b>
<b>All Groups – Union Omitted</b>		<b>2.01</b>

### Projected Structural Increase in 2019

Employee Group	n	Average
Non-Exempt (Non-Union)	13	1.87
Non-Exempt (Union)	6	1.65
Exempt Salaried	13	1.98
Executive / Officer	13	1.18
<b>All Groups</b>		<b>1.67</b>
<b>All Groups – Union Omitted</b>		<b>1.68</b>

### % Change in Total Payroll Budget – Private Sector Only

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	n	Average
2018 – Actual	28	2.74
2019 – Projected	13	2.82

# About Carlson Dettmann Consulting

Carlson Dettmann Consulting (CDC) is a management consulting firm with extensive experience in public, private, and not-for-profit organizations. CDC has seven staff members distributed throughout Wisconsin, including Madison, Milwaukee, and Central Wisconsin. In July 2018, CDC was acquired by Cottingham & Butler.

We tailor the compensation plans that we develop to the specific requirements, culture, and capacity of each client. We have the broad range of experience in a wide variety of settings that affords us the perspective to serve our clients effectively.

## About Cottingham & Butler

Cottingham & Butler is a privately held insurance broker that specializes in providing innovative property & casualty and employee benefit insurance solutions.

Headquartered in Dubuque, IA, the firm has more than 900 employees and 16 additional office locations across the U.S, with products and services offered through our major business divisions of employee benefit consulting, health care services, transportation risk solutions, risk management consulting, claims administration, loss control, HR and compliance consulting and personal insurance.

Our drive to be Better Every Day has made Cottingham & Butler one of the largest and most well-respected insurance brokers in the nation. Our mission is to PARTNER with our clients to PROTECT their most valuable assets, and our core values include understanding and serving our clients' long-term interests as if they were our own. With these priorities in mind, our service philosophy is built on delivering personalized solutions and services to meet each client's specific needs.

Cottingham & Butler is ranked the 28th largest U.S. insurance broker.

## Contact Us

For questions related to this Annual Wage Increase Survey, please contact Jennifer Hassrick at [jennifer.hassrick@carlsondettmann.com](mailto:jennifer.hassrick@carlsondettmann.com) or 608-440-0307.

For questions related to projects and our services, please contact Patrick Glynn at [patrick.glynn@carlsondettmann.com](mailto:patrick.glynn@carlsondettmann.com) or 920-418-2140.

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