

2016/2017 Public Sector Annual Wage Increase Survey

Upper Midwest

August 2016

Overview

Carlson Dettmann Consulting, LLC is pleased to release the results of our 2016/2017 Upper Midwest Annual Wage Increase Survey. **Among all participants, the average 2016 wage structure increase was 1.64% and the projected 2017 wage structure increase is 1.72%.** A few notes about the survey and results:

- In addition to the Wisconsin public sector data, this year marks the first time we opened the survey to public sector organizations in the states of Illinois, Iowa, Minnesota and Michigan. There was a total of 163 Wisconsin responses, as well as 28 responses from the other four states. In future years, as participation grows, we'll be able to provide more detailed data cuts for these regions and the private sector. *If you are a member of, or are aware of, an organization which would be interested in publicizing future surveys, please contact us.*
- As it pertains to this survey, for most employee groups, wage structures are estimated to increase from 2016 to 2017. The group experiencing the smallest increases for 2016 are general union workers, which is likely attributable to the statutory bargaining restrictions on base wage increases in Wisconsin's public sector. The group experiencing the largest increases this year are unionized law enforcement employees.
- For purposes of comparison, the recently published 43rd Annual "WorldatWork 2016-2017 Salary Budget Survey" reports that the average 2016 salary structure increase in the US is 1.9%. For the Central Region (which includes Wisconsin), the average actual salary structure increase for 2016 is also 1.9%, compared to an actual increase of 2.1% in 2015.

Summary of Total Respondents

Responses by Entity Type

City	76
County	57
School District	18
Technical College	6
Town	6
Utility	8
Village	20

Responses by State

Wisconsin	163
Illinois	10
Iowa	5
Michigan	6
Minnesota	7

Part A Upper Midwest Public Sector: Structural Increases

Public Sector Structural Increase in 2016

Employee Group	n	Average
Non-Exempt (Non-Union)	176	1.47%
Exempt (Non-Union)	178	1.50%
Union – General	56	1.61%
Union – Teachers	17	1.59%
Union – Police	139	1.98%
Union – Fire	54	1.73%
Union – Transit	14	1.74%
All Groups		1.59%

Public Sector Structural Increase in 2017

Employee Group	n	Average
Non-Exempt (Non-Union)	74	1.59%
Exempt (Non-Union)	75	1.64%
Union - General	25	1.70%
Union – Teachers	7	1.66%
Union – Police	89	1.85%
Union – Fire	33	1.84%
Union – Transit	11	1.76%
All Groups		1.79%

Part B Wisconsin Public Sector: Structural Increases

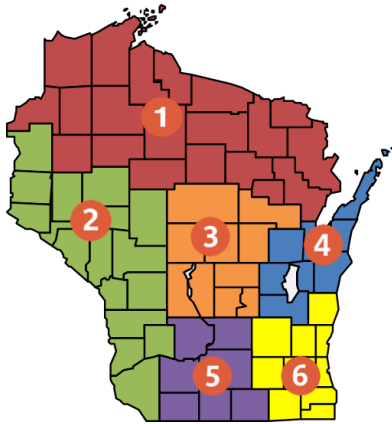
WI Public Sector Structural Increase in 2016

Employee Group	n	Average
Non-Exempt (Non-Union)	153	1.41%
Exempt (Non-Union)	155	1.43%
Union – General	34	1.29%
Union – Teachers	17	1.59%
Union – Police	116	1.89%
Union – Fire	43	1.64%
Union – Transit	10	1.45%
All Groups		1.54%

WI Public Sector Structural Increase in 2017

Employee Group	n	Average
Non-Exempt (Non-Union)	65	1.53%
Exempt (Non-Union)	65	1.58%
Union - General	15	1.39%
Union – Teachers	7	1.66%
Union – Police	76	1.78%
Union – Fire	27	1.81%
Union – Transit	8	1.50%
All Groups		1.63%

Part C Public Sector: Structural Increases by WI Region



Responses by Wisconsin Region

Region 1: Northern Wisconsin	17
Region 2: Western Wisconsin	16
Region 3: Central Wisconsin	23
Region 4: Fox Valley-Northeast Wisconsin	33
Region 5: South Central Wisconsin	19
Region 6: Southeast Wisconsin	55

WI Public Sector Structure Increase in 2016: By Region

Wisconsin Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northern	1.20	1.22	*	*	2.44	2.18	*
Region 2: Western	1.30	1.30	*	*	1.69	*	*
Region 3: Central	1.41	1.37	1.30	*	1.77	*	*
Region 4: Fox Valley-Northeast	1.47	1.63	2.05	1.88	2.00	2.04	1.88
Region 5: South Central	1.21	1.20	0.77	*	1.79	*	*
Region 6: Southeast	1.55	1.52	1.08	1.86	1.76	1.30	*

WI Public Sector Structure Increase in 2017: By Region

Wisconsin Region	Non-Exempt	Exempt	Union				
			General	Teachers	Police	Fire	Transit
Region 1: Northern	1.23	1.46	*	*	1.79	2.02	*
Region 2: Western	1.68	1.68	*	*	1.95	*	*
Region 3: Central	1.66	1.66	*	*	1.65	*	*
Region 4: Fox Valley-Northeast	1.64	1.69	*	*	2.06	2.02	*
Region 5: South Central	1.06	1.06	*	*	1.77	*	*
Region 6: Southeast	1.66	1.66	*	*	1.67	1.34	*

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

About Carlson Dettmann Consulting LLC

Carlson Dettmann Consulting, LLC is a Wisconsin-based firm with extensive experience in public, private, and not-for-profit organizations. The firm has nine staff members distributed throughout Wisconsin, including Madison, Milwaukee, and Central Wisconsin. All of our staff are experienced, highly educated consultants.

We are experts in survey design and analysis. In the mid-1990's, our predecessor firms, Carlson Dettmann Associates and Survey Research Associates (subsequently re-named **enetrax**) pioneered online salary surveys for trade and professional associations, including the Credit Union Executives Society, American Hospital Association, US Chamber of Commerce, American Bankers Association, Wisconsin Bankers Association, and many other leading associations.

The survey firm was sold to Gallup, Inc. in 2008, with partners joining Gallup for a defined period to help with the transition of the survey practice and supporting technology. In 2010, Carlson and Dettmann re-acquired their human resource consulting practices and re-established Carlson Dettmann Consulting, LLC.

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. We are a Wisconsin firm grounded in the Wisconsin economy; however, we have clients in over eighteen states.

Contact Us

For questions related to this Annual Wage Increase Survey, please contact Jennifer Hassrick at jennifer.hassrick@carlsondettmann.com or 608-445-8707.

For questions related to projects and our services, please contact Patrick Glynn at patrick.glynn@CarlsonDettmann.com or 920-418-2140.

Web: <http://www.carlsondettmann.com>

LinkedIn: <https://www.linkedin.com/company/carlson-dettmann-consulting>

Facebook: <https://www.facebook.com/carlsondettmann>