

SalarySurveyOnline.com's Executive Summary Briefing on Merit Increases

Since 2001, Effective Resources, Inc. has been providing salary, wage, and benefit data for major metropolitan areas in the Southeast. We are pleased to present our tenth annual survey for the State of Florida and its major metropolitan regions via *SalarySurveyOnline.com*. Our surveys are developed by professionals for professionals. The survey is an invaluable source of information for employers of all sizes, business owners, Human Resource professionals, and educational institutions with graduating seniors.

Wage and salary data is provided for hundreds of jobs in a variety of easy-to-use breakouts including Industry, Region, Company Size by Employees, and Company Size by Sales/Assets. The survey also contains comprehensive benefits sections with details for medical premium increases, life insurance and disability plans, medical out-of-pocket costs, 401(k) matching, vacation and sick time, and other important issues facing today's employers.

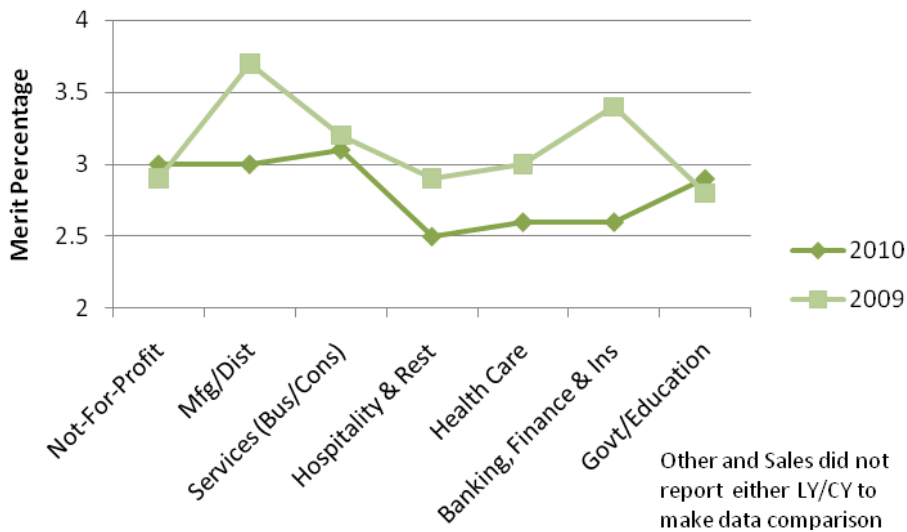
The following Executive Summary provides an overview of this year's survey results.

MERIT INCREASES (Figure 3)

The overall merit increase projected in Florida next year is 2.8 percent (for those employers who are planning to grant a merit increase). Our survey shows 78.4 percent of Florida employers are planning a merit increase for next year – about 5 percent more employers than last year.

The 2.8 percent projected merit is slightly lower than the 2.9 percent projected for Florida from WorldatWork and 3.0 percent from Towers Watson.¹ It is not surprising that the merit increase

Figure 3: Planned Merit Increase



amounts this year are down from last year. As with most annual projections, the actual will very likely be something less than the projected.

The National Bureau of Economic Research, the official arbiter of the U.S. business cycle, said the recession ended in June 2009. The committee did not conclude that economic conditions since that month have been favorable or that the economy has

¹ WorldatWork 2010-2011 Salary Budget Survey ; Towers Watson, 2009/2010 US Strategic Rewards

returned to operating at normal capacity. Its members felt the sting of indignant reaction from a public for whom economic pain continues to be an everyday reality. With unemployment high, job creation low, the housing market on life support and other day-to-day economic realities still bad, most Americans see little difference between the recession and current conditions. Not surprisingly, base pay increases will be non-existent in 21.6 percent of Florida employers.

SALARY RANGE ADJUSTMENTS

Planned Salary Range Adjustments are down. Exempt salary range adjustments went from an average increase of 2.9 percent last year to 2.8 percent this year. Non-exempt salary range adjustments stayed steady at 2.8 percent.

Accessing Survey Results

The surveys at *SalarySurveyOnline.com* are excellent support tools for your benchmarking, planning and budgeting processes. Our surveys afford you the ability to review benefits and compare your pay rates with others of similar size, industry and geographic region so you can make informed decisions.

Survey results are available in a variety of formats to suit your work style and priced to fit the tightest budget. Be sure to check out the new Customized Market Analysis format which enables you to set your own parameters for data by selecting specific companies, industry, company size, and more, to see only the data that is relevant to your company.

To review the surveys available and/or purchase the results, go to www.SalarySurveyOnline.com or call us at (800) 288-6044 during normal business hours. Be sure to use this referral code when ordering online: **74-9901**

Our managing firm, Effective Resources, Inc., also provides consulting services in Affirmative Action plan preparation, compensation planning, performance management, incentive plan design, market pricing, employee opinion surveys, and other analytically-demanding projects.