

This file contains confidential information

Shaded information is designated as confidential per WAC 480-07-160

REDACTED
VERSION

Historic Merit Average Increases

Survey	Budget Increase % (zeros not included)			
	2016 Actual	2017 Actual	2018 Actual	2019 Projected
Aon Hewitt				
Executive	3.10	3.00	3.10	3.10
Exempt	3.00	2.90	3.00	3.10
Nonexempt	2.90	2.90	3.00	3.10
Culpepper				
Executive	n/a	3.41	3.35	3.27
Director & Manager	n/a	3.17	3.15	3.13
Individual Contributors: Salaried & Exempt	n/a	3.06	3.11	3.11
Individual Contributors: Hourly & Non-Exempt	n/a	2.94	3.01	3.07
EAP Data Information Solutions				
Executive	3.26	3.39	3.52	3.13
Exempt	2.89	2.90	3.00	2.99
Non-Exempt	2.86	2.85	2.96	2.97
Mercer				
Executive, Exempt, Nonexempt	n/a	n/a	3.30	3.40
Milliman - Northwest Management & Professional				
All Categories Combined	2.90	3.00	3.10	3.10
Milliman - Northwest Utilities				
Executive	n/a	n/a	n/a	n/a
Exempt	3.00	3.30	3.40	3.20
Nonexempt	2.90	2.90	3.30	3.10
Milliman - Puget Sound Regional				
Executive	n/a	n/a	n/a	n/a
Exempt	3.10	3.10	3.30	3.30
Nonexempt	3.10	3.00	3.20	3.10
Radford				
Overall Employee Population	n/a	n/a	3.70	3.70
Willis Towers Watson General Industry				
Executives	3.30	3.30	3.20	3.10
Management excluding executives	3.10	3.00	3.10	3.10
Exempt, nonmanagement	3.00	3.10	3.00	3.10
Nonexempt salaried	2.90	2.90	3.00	3.00
Nonexempt hourly	2.90	2.90	2.90	3.00

REDACTED
VERSION