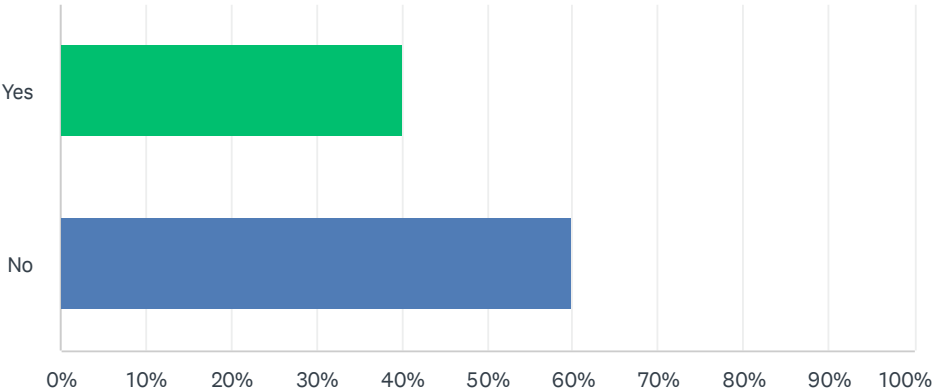


Q1 Has your organization/practice given cost of living pay increases for 2023?

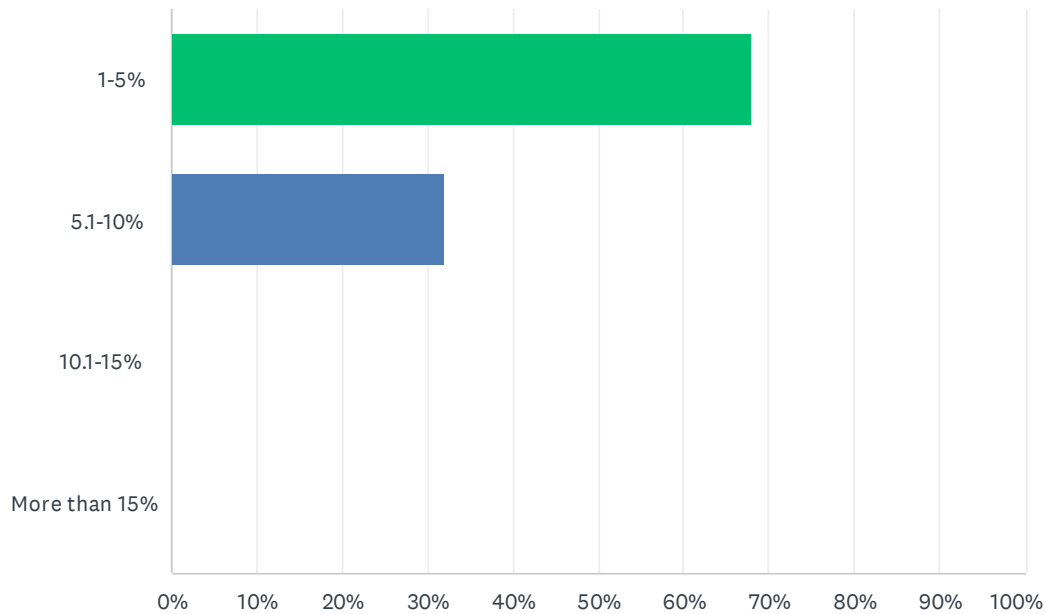
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.00%	24
No	60.00%	36
TOTAL		60

Q2 If Yes, what was the average percentage?

Answered: 25 Skipped: 35



ANSWER CHOICES	RESPONSES
1-5%	68.00% 17
5.1-10%	32.00% 8
10.1-15%	0.00% 0
More than 15%	0.00% 0
TOTAL	25

#	COMMENTS	DATE
1	3% allowed, how it is awarded is based upon merit..some will get 2% and others 4%. Also market increases by job code so hard to fill positions may get up to 6%	2/3/2023 12:52 PM
2	We haven't yet, but we do plan to before the end of Q1.	2/3/2023 11:50 AM
3	5% on top or regular raises	2/3/2023 10:27 AM
4	Reviewing now - possibly will be done in March	2/3/2023 10:02 AM
5	The employees don't understand why they don't get a cost of living increase every year. We look at salaries every 2 years and determine increase based on performance. Occasionally we will give a straight 3% across the board if everyone has met standards.	2/3/2023 9:54 AM
6	We have our annual review process in May of each year. We gave larger increases in 2022 to keep up with the market and cost of living.	2/3/2023 9:52 AM
7	We gave larger than normal increases last year to all	2/3/2023 9:31 AM
8	Not specific to cost of living increases but based upon evaluation criteria	2/3/2023 9:16 AM
9	This varied by position	2/3/2023 9:12 AM

FRIDAY FOCUS 02/03/2023

10	We had an average of 9% increases. Some positions received as high as 15% to retain employees	2/3/2023 9:00 AM
11	We pay 'market' increases in May, 3%	2/3/2023 8:26 AM
12	We recently went through a couple of market alignments for wages, but not really a cost of living increase.	2/3/2023 8:22 AM
13	Not yet.	2/3/2023 8:20 AM
14	We issued cost of living increases of 10% across the board for 2022.	2/3/2023 7:49 AM