

## 2022 Salary Survey Projections

Source	Date	Comments	Link
MRA	August 2021	<ul style="list-style-type: none"> <li>• <b>3.0%</b> (including zeros*)</li> <li>• <b>3.1%</b> (excluding zeros)</li> </ul> <i>*including zeros means companies with no response are included as zero value</i>	<a href="https://www.mranet.org/surveys">https://www.mranet.org/surveys</a>
Bureau of Labor Statistics	September 2021	Employer costs for employee compensation	<a href="https://www.bls.gov/news.release/pdf/ecec.pdf">https://www.bls.gov/news.release/pdf/ecec.pdf</a>
Employers Council	September 2021	Expected increase of <b>3.3%</b> across all employment categories	
Empsight	August 2021	2022 merit forecast is <b>3%</b> increase	<a href="https://www.empsight.com/s.nl/it.l/id.162/f">https://www.empsight.com/s.nl/it.l/id.162/f</a>
ERI Economic Research Institute	August 2021	Early first look at 2022 projections indicated <b>3.4%</b> increase for U.S.	<a href="https://downloads.eri.com/pdf/Planning_Global_Compensation_Budgets_for_2022.pdf">https://downloads.eri.com/pdf/Planning_Global_Compensation_Budgets_for_2022.pdf</a>
Korn Ferry	June 2021	Planned salary increases in the general market for all employee groups projected to be <b>3%</b>	
Payscale	August 2021	Planned 2022 increase across all groups is <b>3.3%</b>	<a href="https://www.payscale.com/content/report/payscale-2021-2022-salary-budget-survey-report.pdf">https://www.payscale.com/content/report/payscale-2021-2022-salary-budget-survey-report.pdf</a>
The Conference Board	June 2021	Projected salary increase budget (merit) of <b>3%</b> for 2022	<a href="https://www.conference-board.org/research/US-Salary-Increase-Budgets/US-salary-increase-budgets-2022">https://www.conference-board.org/research/US-Salary-Increase-Budgets/US-salary-increase-budgets-2022</a>
Willis Towers Watson	July 2021	Projected salary increases of <b>3%</b> for 2022	<a href="https://www.willistowerswatson.com/en-US/News/2021/07/us-employers-planning-larger-pay-raises-for-2022-willis-towers-watson-survey-finds">https://www.willistowerswatson.com/en-US/News/2021/07/us-employers-planning-larger-pay-raises-for-2022-willis-towers-watson-survey-finds</a>
WorldatWork	August 2021	Salary budget survey for 2021–2022 predicts pay increases to be approximately <b>3.3%</b>	<a href="https://www.worldatwork.org/workspan/articles/salary-increase-budgets-poised-to-rebound-in-2022">https://www.worldatwork.org/workspan/articles/salary-increase-budgets-poised-to-rebound-in-2022</a>

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