

US Compensation Planning Survey Pulse — November 2021 edition

Increase budgets are rising, but still not final

August 2021 **3.0**%

Merit Increase 2022 Budget

3.2% **November 2021**

3.3% August 2021

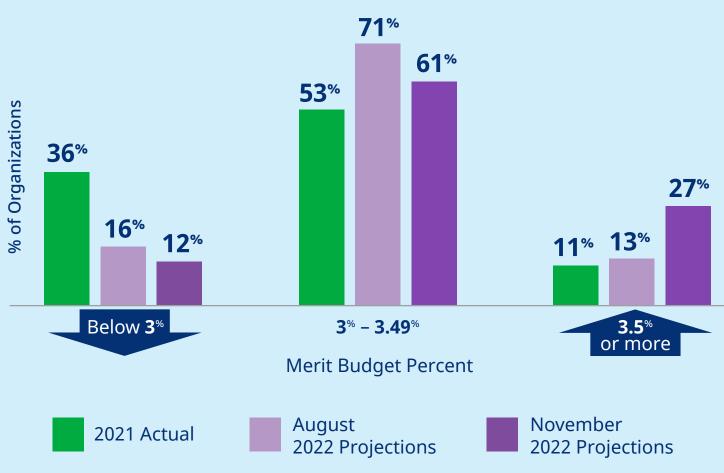
Total Increase 2022 Budget

November 2021

3.5%



Budgets have moved up over the last several months 2021 vs 2022 Projected Merit Increase Distributions



employers when setting projected merit/salary budgets*

New considerations for



Inflation/rising commodity prices

*Multiple responses were allowed

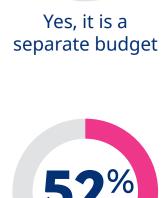
Business performance

Labor shortages

Many employers still not

budgets separately

managing promotion



No, it is not budgeted and is managed through the salaries & wages budget or other typical expense process for salaries

No, it is part of the

merit budget

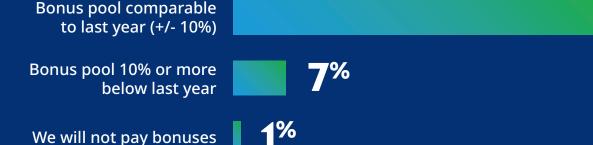




Employers are planning larger bonus pools

Bonus pool 10% or more above last year

2021 vs. 2022 Projected Bonus Pools



Based on 962 companies providing survey responses. All numbers are averages and include zeros.

Don't know / unsure

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