PULSE SURVEY RESULTS

Highlights & hot topics from the 2022 Puget Sound & Portland Area Compensation Surveys

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Caveats

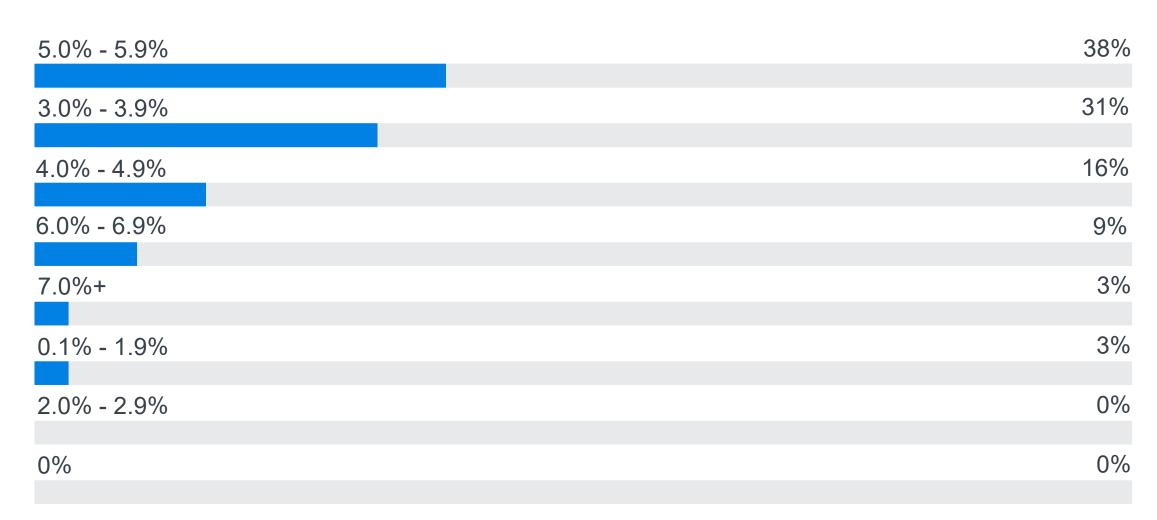
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What is your overall actual salary budget increase % for 2022 (including merit, general, COLA, market adjustments, etc., but excluding promotional increases)?





Are you providing off-cycle salary increases to employees in response to rising inflation?

No, and we are not currently considering off-cycle pay increases	38%
Yes, we are conducting off-cycle salary reviews only for individuals or select functions where we are seeing the greatest pressure	38%
No, but we are considering off-cycle pay increases	13%
Yes, we are conducting off-cycle salary reviews organization-wide	9%
We are exploring other options, such as one-time bonuses	3%



For your remote employees, how do you determine geographic pay location?

Pay at the market rate of employee's reporting location	16%
Pay at the market rate of the employee's location of residence	16%
Pay at the market rate of the employee's nearest office location	9%
Pay at national market rate	6%
Other	3%
Not applicable (pay not differentiated by geographic location, etc.)	50%



For your remote employees, what is your organization's geographic differential based on?

City/metropolitan area	33%
Work location (office, etc.)	26%
State	11%
State	1170
Market zone (cost of talent)	7%
Country	4%
Region (Northwest, Southeast, Midwest, etc.)	0%
Zip code	0%
Other	19%