

# Survey on Anticipated Cost-of-Living Adjustments and Merit Increases for FY 2021 – 2022

## Overview

The anticipated pay plan changes survey serves as a planning tool for member municipalities. The survey was available April 14 – 30. Responses reflect the best estimate of organization plans at a single point in time. Few, if any, municipal budgets had been approved at the time the survey was completed.

## Summary of results, presented by municipality population size

### Cost-of-living adjustments (COLA)

Municipalities offering cost-of-living adjustments (COLA)							
	Less than 2,500	2,500 to 4,999	5,000 to 9,999	10,000 to 24,999	25,000 to 99,999	More than 100,000	Total
Offering	50%	78%	90%	55%	43%	33%	<b>61%</b>
Undecided	15%	13%	-	20%	7%	17%	<b>12%</b>
Not offering	35%	9%	10%	25%	50%	50%	<b>27%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Range and average of anticipated cost-of-living adjustments			
Municipality size	Low Range	High Range	Average
Less than 2,500	1.30%	5.00%	2.37%
2,500 to 4,999	1.00%	5.00%	1.92%
5,000 to 9,999	1.00%	3.00%	2.01%
10,000 to 24,999	1.00%	7.00%	2.38%
25,000 to 99,999	1.00%	3.00%	2.00%
More than 100,000	3.00%	3.00%	3.00%
<b>All respondents</b>	<b>1.00%</b>	<b>7.00%</b>	<b>2.16%</b>

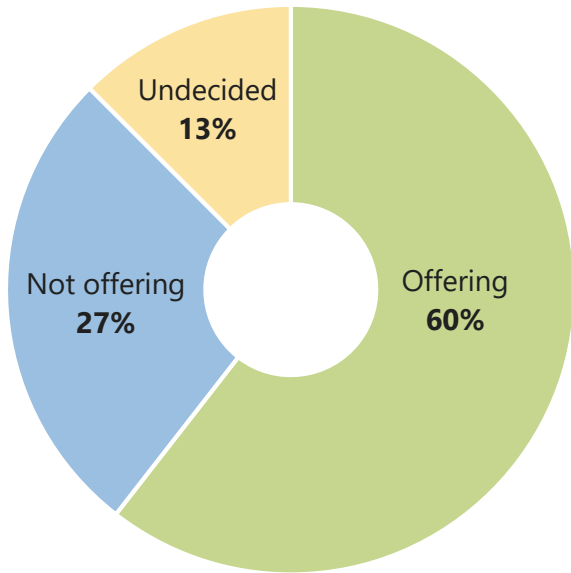
Merit increases

Municipalities offering merit increases							
	Less than 2,500	2,500 to 4,999	5,000 to 9,999	10,000 to 24,999	25,000 to 99,999	More than 100,000	Total
Offering	40%	36%	67%	65%	71%	83%	<b>51%</b>
Undecided	30%	19%	5%	5%	-	-	<b>17%</b>
Not offering	30%	45%	28%	30%	29%	17%	<b>32%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

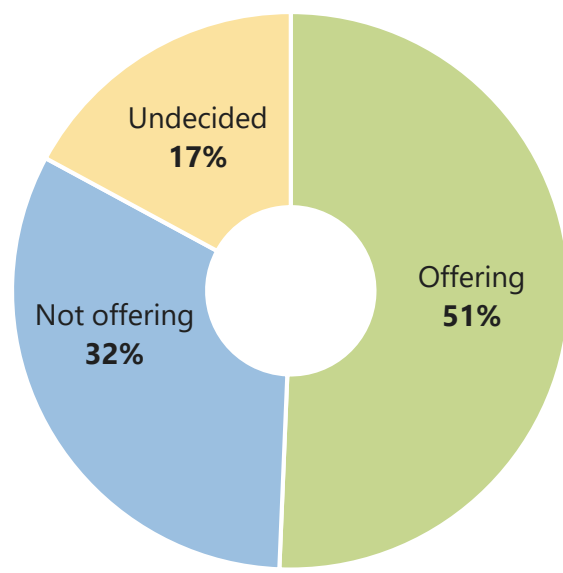
Range and average of anticipated merit increases			
Municipality size	Low Range	High Range	Average
Less than 2,500	1.50%	3.00%	2.09%
2,500 to 4,999	1.50%	3.00%	2.38%
5,000 to 9,999	1.00%	5.00%	2.59%
10,000 to 24,999	1.50%	4.00%	2.65%
25,000 to 99,999	2.00%	4.50%	2.95%
More than 100,000	3.00%	3.00%	3.00%
<b>All respondents</b>	<b>1.00%</b>	<b>5.00%</b>	<b>2.58%</b>

## How many municipalities are planning to offer employee pay adjustments in FY 2021 – 2022?

Percentage of municipalities offering COLA

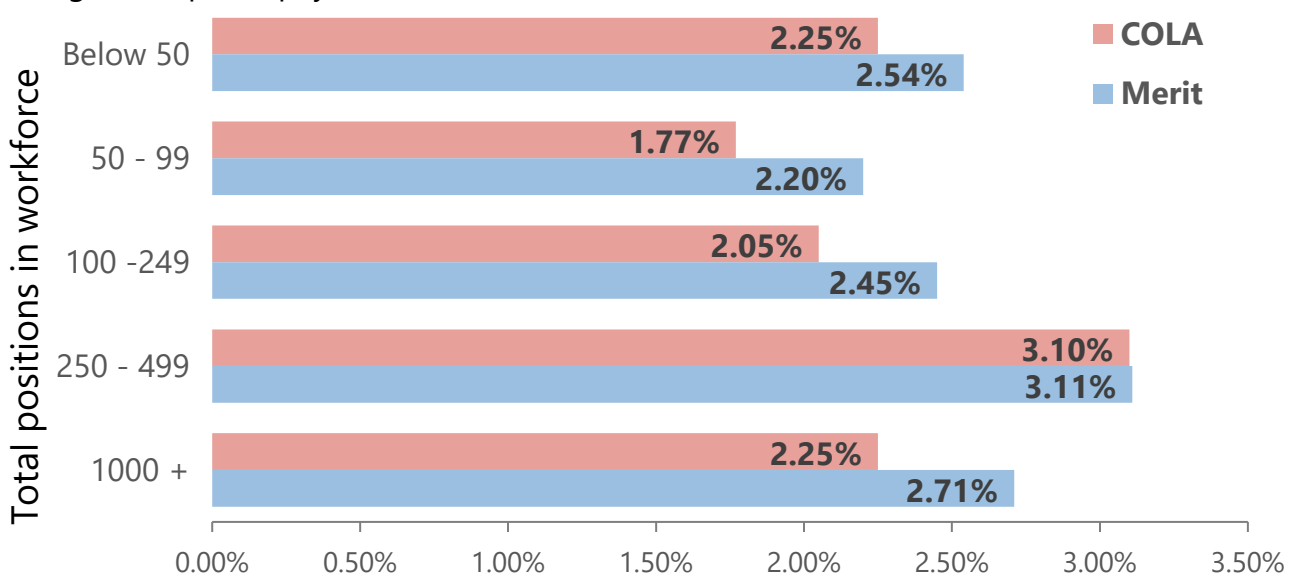


Percentage of municipalities offering merit

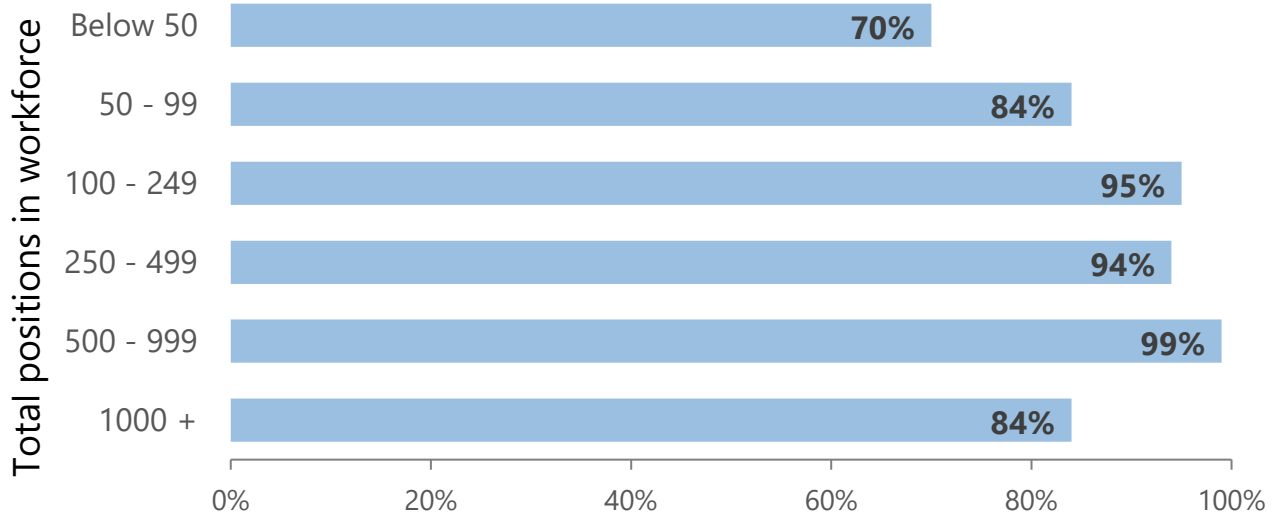


## How do anticipated pay increases compare by workforce size?

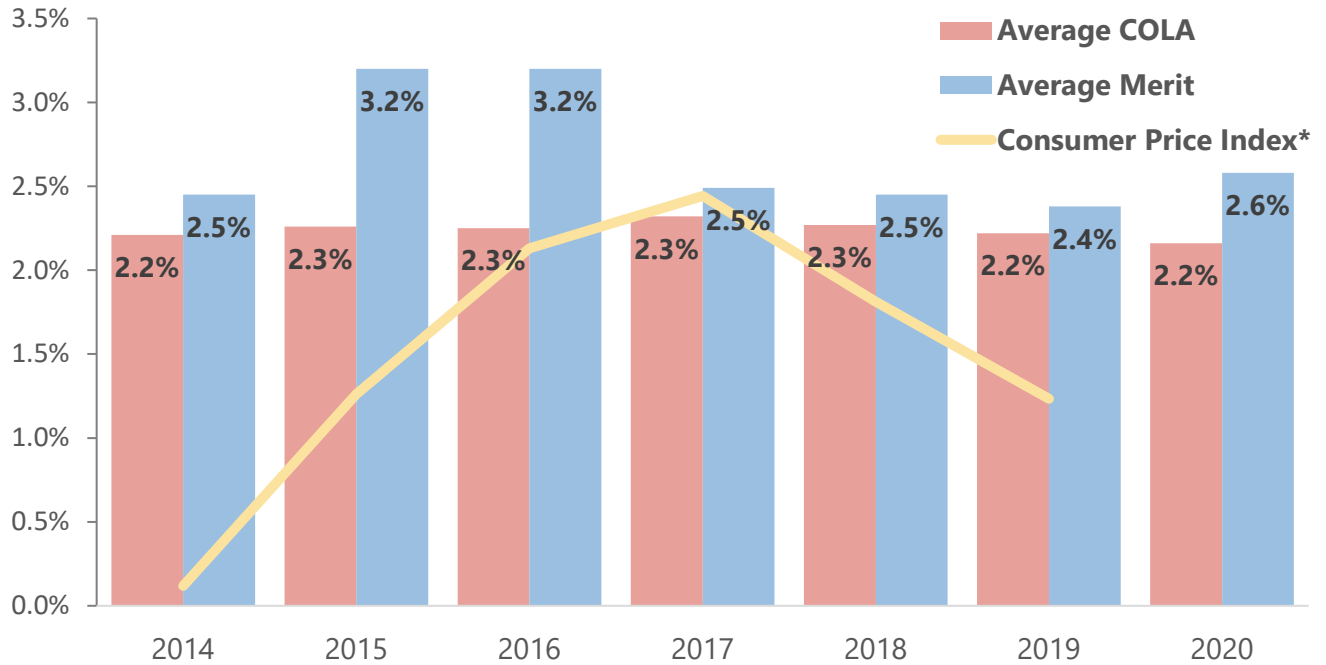
Average anticipated pay increase



Average percentage of workforce receiving a merit increase



Historic trend of average proposed pay adjustment with changes in consumer price index



\*CPI-U (All Urban Consumers, National, Annual Average)

## Number of municipalities providing a mid-year FY21 pay adjustment

Response	Count
Merit adjustment	11
COLA adjustment	19
Merit and COLA adjustment	1
No adjustment	122
<b>Total</b>	<b>153</b>

## Survey statistics

Survey response rate			
Municipality size	Responses	Total NC municipalities	Representation in report
Less than 2,500	60	326	18%
2,500 to 4,999	32	87	37%
5,000 to 9,999	21	52	40%
10,000 to 24,999	20	45	44%
25,000 to 99,999	14	32	44%
More than 100,000	6	9	67%

Average workforce size of survey respondents			
Workforce size	Full-time positions	Part-time positions	Total positions
Below 50	14	4	18
50 – 99	57	9	66
100 – 249	139	30	169
250 – 499	354	57	411
500 – 999	665	82	747
1000+	1,870	431	2,301