

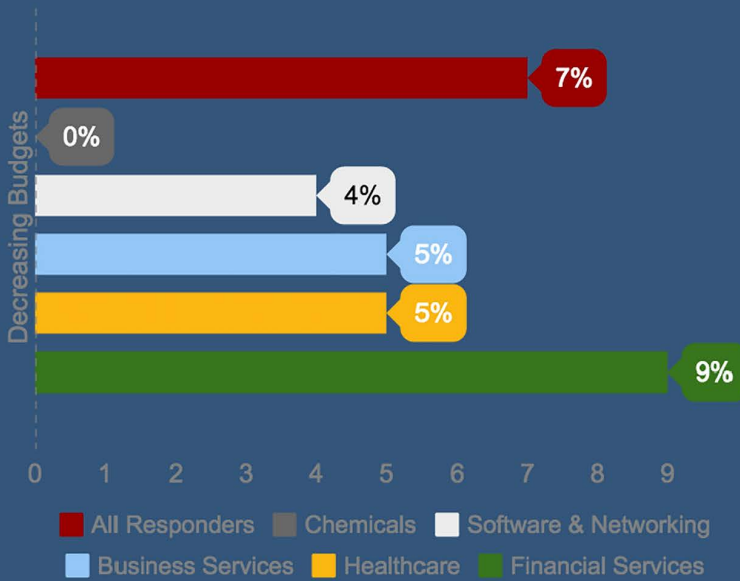
# Salary Budget Planning in 2017



Salary budgets are difficult to plan. Many companies provide a 3% increase each year without a deep analysis of industry, job family, or the evolution of certain roles. Salary.com's 10th National Budget Survey was created to help organizations of all industries and sizes accurately budget for salary increases each year. Read the infographic and download the full executive summary for a more robust industry breakdown!

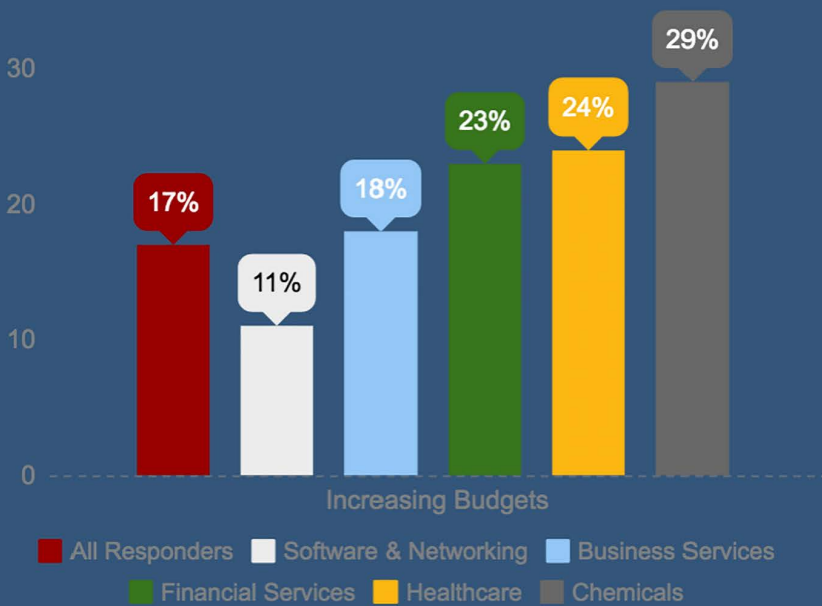
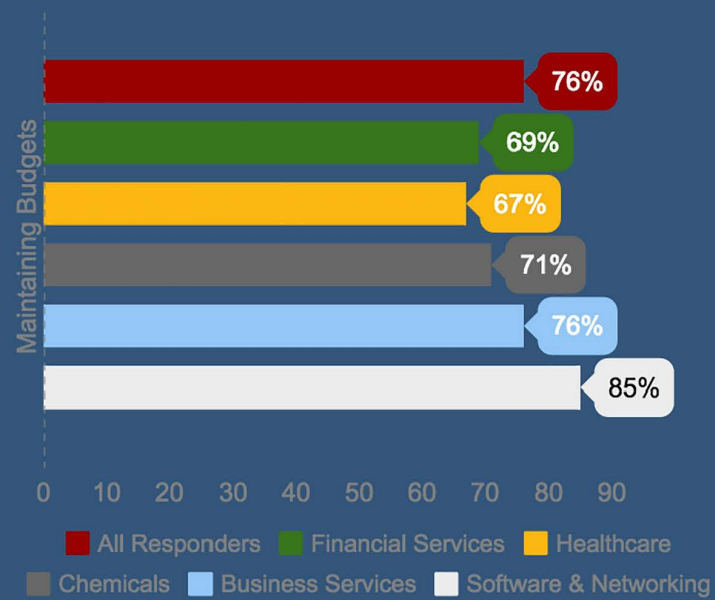
## Decreasing Budgets

On average, 7% of survey respondents reported that they would be offering smaller salary increases in 2017 than 2016. But that's not the case for all industries – as zero survey respondents from the Chemical industry said they plan to decrease their salary increase budgets year over year. Below are the responses from some other outlying industries:



## Maintaining Budgets

This is the most common occurrence. Maintaining salary budgets include a basic cost-of-living increase added to last year's budget. Here's an industry breakdown of the responders who plan to maintain the same salary increase budget as last year:



## Increasing Budgets

According to our survey, more companies are planning for larger increase budgets in 2017 than smaller ones. In fact, more than twice as many survey respondents on average are planning to offer larger increases in 2017 than in 2016. And in some industries, like Healthcare, as many as five times as many respondents are planning for larger salary increase budgets this year compared to last year. The chart on the left highlights the percentage of each industry that plans to give larger increases next year:

Allocating your increase budget strategically can have a huge impact on employee engagement and retention – that's why it's so important to have a strategy in place to use your budget effectively. Read the 2016-2017 National Budget Survey executive summary to learn more:

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