

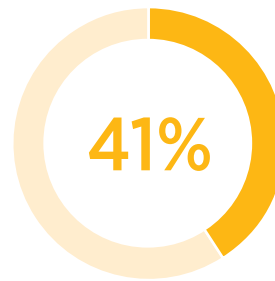
# Raise Your Pay Performance

Most organizations are granting salary increases, but the typically slim margins contradict a tight labor market. Under these conditions, strategically integrating benefits with internally equitable, externally competitive pay is the way to cost-effectively reward employees and drive organizational wellbeing.

**3.0%** MEDIAN SALARY INCREASE HOLDS STEADY ACROSS ALL JOB FAMILIES

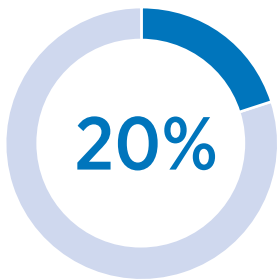


USE FORMAL  
SALARY STRUCTURES\*

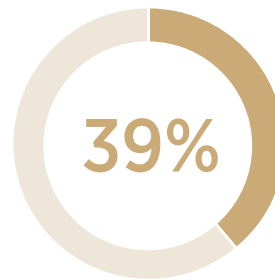


BUDGET FOR  
PROMOTIONAL  
INCREASES

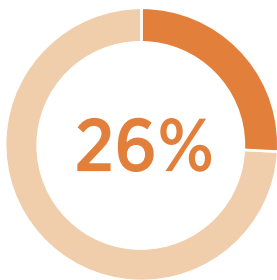
↑10% FROM FY 2018



AWARD LUMP-SUM  
BONUSES\*



USE VARIABLE PAY\*



HEALTHCARE COSTS  
IMPACTED RECOMMENDED  
BASE SALARY



## TIP!

In an era of lower base salary increases, managing down healthcare costs — instead of shifting them to employees — supports higher motivation, productivity and retention.

Build a sustainable pay structure for your organization with help from the *Salary Planning Survey Report*. Contact your local Gallagher consultant or visit [ajg.com/2019-US-SPS](http://ajg.com/2019-US-SPS) to learn how.

\*For one or more employee groups

Source: Gallagher's 2019/2020 *Salary Planning Survey Report*. Data was collected from 943 organizations between April and May 2019.