



2020 US MBD/TRS

Data Refresh Summary

October, 2020

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Overview

You can be confident that using Mercer's 2020 US MBD/TRS salary data, published in August, reflects the go-forward market.



As the pandemic was unfolding, Mercer and other vendors were following our typical schedule and asking you to participate in surveys. Some people wondered if this data would be accurate, and reflect the forward looking pay rates, given the state of the economy.



As a result, Mercer put in place a plan to collect an additional round of survey data, a 'refresh', for our core surveys in the summer. We used a simplified process for participants to update their data, and provided an option for them to let us know if their data hadn't changed instead of submitting their data again.



We were all pleasantly surprised with what we found and we want to share that with you. In short, the majority of organizations indicated that they had not made changes and the impact on pay was insignificant.

Participation



More than 1,000 organizations participated in the Data Refresh



Over 30% of the original 2020 MBD/TRS organizations responded to the Data Refresh



July 1, 2020 effective date

Key Findings

Approximately 75% of organizations that originally participated did not have changes in compensation or headcount since their submission earlier in the year.



First, we examined the data for all of the organizations that participated in the Data Refresh (i.e., those with and without changes). For common incumbents matched to the same job in both the original and refresh samples, we see flat movement (or 0% change) across career streams, industries and job families.



While the story in aggregate for all organizations was not that surprising considering that ~75% had no changes, we were curious to see whether those organizations that had changes were material. Interestingly, for common incumbents matched to the same job in both samples, minimal movement was detected across career streams, industries and job families, with all being less than 3%.



In fact, when looking at individual jobs for the organizations that had changes using common incumbents matched to the same job in both samples, only 15 jobs experienced upward movement of 3% or greater. It's important to note that some of this movement can likely be attributed to organizations' salary increase focal point occurring between March 1 and July 1. Additionally, only one job experienced downward movement of -3% or less.

Appendix

2020 US MBD/TRS Main Publication Overview

Use the survey data published in August when planning for 2021 with confidence.

	No. of organizations 3,227 (+5%)
	No. of incumbents 3,375,026 (+5.8%)
	No. of Matched Jobs 7,301
	No. of Reportable Jobs 4,830



Changes by Career Stream for Common Incumbents

Career Stream	All Participating Organizations				Only Organizations with Changes			
	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary
Executive	548	7,544	0.0	0.0	127	1,639	0.0	0.0
Management	836	133,920	0.0	0.0	213	28,750	0.0	0.1
Professional	921	414,998	0.0	0.0	238	80,835	0.0	0.1
Para-Professional	844	541,387	0.0	0.0	201	72,845	0.0	0.3

Common incumbent methodology

- Common incumbents are classified as the same incumbent being matched to the same job in both samples.
- To calculate the “Median Inc Wtd % Change”, the % change was calculated for each incumbent first, then the median of those individual values was calculated.
- To calculate the “Median Org Wtd % Change”, the % change was calculated for each incumbent first, then averaged across each organization. Finally, the median of those organizational values was calculated.

Changes by Industry for Common Incumbents

Industry	All Participating Organizations				Only Organizations with Changes			
	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary
Banking/Financial Services	55	39,411	0.0	0.0	7	7,622	0.0	0.2
Chemicals	23	23,948	0.0	0.0	5	11,995	0.0	0.0
Consumer Goods	62	61,218	0.0	0.0	12	11,534	0.0	0.1
Energy	66	41,119	0.0	0.0	14	10,160	0.0	0.0
Health Care Services	235	84,473	0.0	0.0	60	25,805	0.9	0.8
High Tech	50	82,390	0.0	0.0	16	8,929	0.0	0.1
Insurance/Reinsurance	68	67,504	0.0	0.0	19	11,936	2.0	2.8
Life Sciences	34	51,921	0.0	0.0	10	8,497	0.0	2.5
Logistics	12	29,672	0.0	0.0	6	12,065	0.0	0.9
Other Manufacturing	126	91,072	0.0	0.0	42	28,313	0.0	0.0
Other Non-Manufacturing	90	325,261	0.0	0.0	15	6,916	0.0	0.0
Retail & Wholesale	55	39,477	0.0	0.0	19	10,507	2.2	1.6
Services (Non-Financial)	100	110,019	0.0	0.0	25	29,786	0.0	1.1
Transportation Equipment	22	49,665	0.0	0.0				

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Changes by Job Family for Common Incumbents

Job Family	All Participating Organizations				Only Organizations with Changes			
	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary	Orgs	Obs	Median Inc Wtd % Change of Base Salary	Median Org Wtd % Change of Base Salary
Administration, Facilities & Secretarial	733	58,687	0.0	0.0	184	17,640	1.9	0.1
Communications & Corporate Affairs	402	4,370	0.0	0.0	95	921	0.0	0.0
Construction	8	9	0.0	0.0				
Creative & Design	381	5,603	0.0	0.0	89	1,151	0.0	0.0
Customer Service & Contact Center Operations	340	79,559	0.0	0.0	60	9,786	0.0	0.0
Data Analytics/Warehousing, & Business Intelligence	357	8,651	0.0	0.0	89	1,819	0.0	0.0
Engineering & Science	511	107,291	0.0	0.0	139	21,816	0.0	0.0
Finance	727	50,673	0.0	0.0	181	9,540	0.0	0.0
General Management	481	6,408	0.0	0.0	118	1,107	0.0	0.0
Healthcare/Pharmacy Services	196	38,715	0.0	0.0	61	12,846	0.4	0.1
Hospitality (Food Service & Lodging)	133	3,115	0.0	0.0	47	991	0.0	1.8

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Changes by Job Family for Common Incumbents – page 2

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Human Resources	703	35,183	0.0	0.0	173	7,799	0.0	0.1
Insurance	83	9,707	0.0	0.0	31	5,311	0.0	0.2
IT, Telecom & Internet	664	120,053	0.0	0.0	164	19,204	0.0	0.0
Legal, Compliance & Audit	559	18,898	0.0	0.0	130	3,739	0.0	0.0
Outsourcing & Global Capability Centers	174	4,031	0.0	0.0	46	620	2.5	0.0
Production & Skilled Trades	359	99,891	0.0	0.0	108	21,697	0.0	0.0
Project/Program Management	493	30,565	0.0	0.0	125	4,955	0.0	0.0
Quality Management	453	19,933	0.0	0.0	115	4,890	0.0	0.0
Real Estate Management, Property Development & Investment	103	790	0.0	0.0	33	411	0.0	1.0
Sales, Marketing & Product Management	666	85,656	0.0	0.0	155	17,075	0.0	0.0
Supply Chain	595	310,061	0.0	0.0	168	20,751	0.0	0.1

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Changes for Top Moving Jobs for Common Incumbents

Job	Only Organizations with Changes		
	Orgs	Obs	% Change in Inc Wtd Median Base Salary
Accounts Receivable - Entry Professional (P1)	5	17	6.7
Accounts Receivable - Senior Professional (P3)	5	15	6.7
Security Guard - Experienced Para-Professional (S2)	16	689	3.8
Workers Compensation - Manager (M3)	5	15	3.5
Distribution Center & Warehouse Management - Senior Manager (M4)	8	22	3.4
Information Systems Security - Expert Professional (P5)	9	25	3.3
Distribution Center & Warehouse Management - Manager (M3)	8	25	3.2
IT Systems Software Development - Expert Professional (P5)	6	64	3.0
Enterprise Resource Planning (ERP) Business Analysis - Manager (M3)	12	21	3.0
Internal Audit: Information Systems - Experienced Professional (P2)	7	19	3.0
Category Management - Manager (M3)	13	160	3.0
Computer Aided Design & Drafting (CAD/CAM/CAE) - Experienced Professional (P2)	16	131	3.0
Benefits Administration - Manager (M3)	5	7	3.0
Supply Chain Analytics - Senior Professional (P3)	9	44	3.0
HR Business Partners - Expert Professional (P5)	14	54	3.0
Manufacturing Production - Senior Manager II (M5)	5	25	-5.0

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- Only jobs with a % change of greater than or equal to 3% or less than or equal to -3% are displayed.



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