



Human Resource Services 2023 Annual Benchmarking Surveys Calendar

Survey Starts - Green

Survey Deadline - Red

Survey Results Release - Blue

January 2023 Annual Wage & Salary Survey – Health & Human Svcs. Annual Wage & Salary Survey – Manufacturing Annual Wage & Salary Survey – Nonexempt Annual Wage & Salary Survey – Professional/Managerial National Executive Compensation Survey Turnover and Absenteeism Survey	February 2023 Annual Wage & Salary Survey – Health & Human Svcs. Annual Wage & Salary Survey – Manufacturing Annual Wage & Salary Survey – Nonexempt Annual Wage & Salary Survey – Professional/Managerial National Executive Compensation Survey Turnover and Absenteeism Survey	March 2023 Turnover and Absenteeism Survey 2023 National Benefits Survey
April 2023 Annual Wage & Salary Survey – Health & Human Svcs. Annual Wage & Salary Survey – Manufacturing Annual Wage & Salary Survey – Nonexempt Annual Wage & Salary Survey – Professional/Managerial	May 2023 National Executive Compensation Survey	June 2023 3 rd Quarter Survey Signup Notice Sent Health Benefits Survey
July 2023 Pay Trends Survey Health Benefits Survey	August 2023 2024 Holiday Closings Survey Pay Trends Survey	September 2023 2024 Policies and Practices Survey 2024 Holiday Closings Survey Health Benefits Survey Pay Trends Survey
October 2023 2024 Policies and Practices Survey 2024 Holiday Closings Survey	November 2023	December 2023 1 st Quarter Survey Signup Notice Sent **2024 Policies and Practices Survey will be released in March 2024

- Notes:** - Participation in benchmarking surveys is open to Greater Rochester Chamber Corporate and Partner members only as a benefit of membership.
- All survey notices, questionnaires, and results are sent via email, but hard copy is available upon request.
 - Even if the signup deadline is missed, members can still request to participate as long as the final participation deadline has not passed.
 - All members who participate in any of the annual surveys receive complimentary results for those surveys (*membership must be current*).

** Descriptions of each survey are included on the following page.

Questions? Contact Kathy Richmond at (585) 256-4618, kathy.richmond@GreaterRochesterChamber.com or
 Jennifer Suppe at (585) 256-4608, jennifer.suppe@GreaterRochesterChamber.com.



Human Resource Services 2023 Annual Benchmarking Surveys Survey Descriptions

LOCAL SURVEYS - data is collected from Corporate and Partner members for the Greater Rochester area only.

Annual Wage and Salary Survey - Nonexempt. More than 70 office/clerical, maintenance, finance and warehouse positions are included in this survey. Includes special Co-op/Intern wage rate section.

Annual Wage and Salary Survey - Professional/Managerial. More than 95 finance, HR, customer service, engineering, MIS, production, PR, legal, and purchasing positions are included in this survey.

Annual Wage and Salary Survey - Health and Human Services. This industry-specific survey contains more than 60 nonexempt and exempt positions in health and human services organizations.

Annual Wage and Salary Survey - Manufacturing. This industry-specific survey contains more than 30 hourly positions.

Research Reports (*the reports below are available to Corporate and Partner members in good standing, at no cost, regardless of participation*):

- **Health Benefits Survey** - This survey addresses a variety of health and dental insurance questions for the Rochester area including: average premium contributions, management of premium increases, domestic partner benefits, self-insured plans, high deductible plans, dental, retiree benefits, etc.
- **Holiday Closing Survey** - This report covers anticipated holiday observances for the coming year.
- **Pay Trends Survey** - This survey reports pay adjustments received as a percent of pay at firms granting increases.
- **Turnover and Absenteeism Survey** - An annual survey of turnover statistics and absenteeism rates.

NATIONAL SURVEYS - data is collected from Corporate and Partner members for the Greater Rochester area and compiled with data from other companies across the country to provide both national and Rochester area data.

National Executive Compensation Survey - A comprehensive survey covering salary and benefits data for 48 key executive positions.

National Benefits Survey – This comprehensive survey of benefits includes topics such as: health and welfare benefits, retirement benefits, and part-time employee benefits, etc. Data is broken down into local and national, with additional breakouts by company size and employee category.

National Policies and Practices Survey - This comprehensive survey of policies and practices includes topics such as: pay practices, paid time off, recruitment, training and development, employee/community relations, and workplace policies. Data is broken down into local and national, with additional breakouts by company size and employee category.

To place an order for one or more surveys (for internal benchmarking purposes only), just complete and return the order form here: <https://www.greaterrochesterchamber.com/assets/pdf/HRServices2023fillable/> Special pricing for consultants is available as well upon request.

To request any of the research reports, contact Kathy Richmond at (585) 256-4618, kathy.richmond@GreaterRochesterChamber.com or Jennifer Suppé at (585) 256-4608, jennifer.suppe@GreaterRochesterChamber.com.