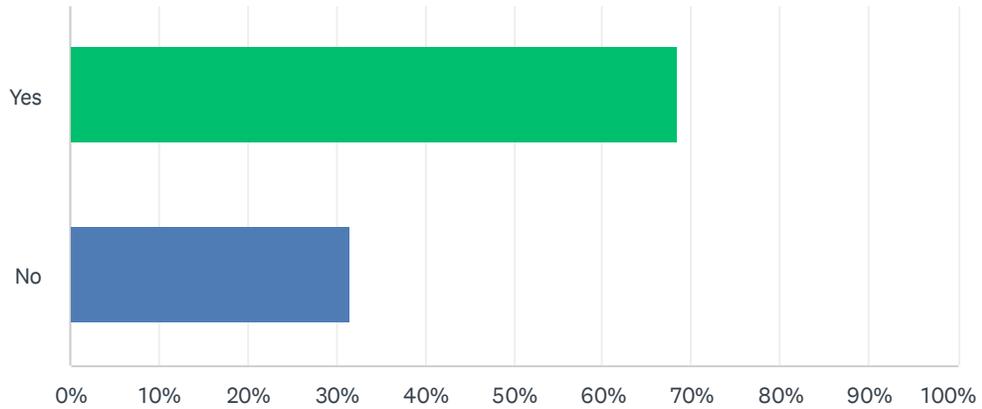


Q1 Did you give a raise thus far this year, or have a planned raise later in the year? Meaning an increase available to most/all staff, perhaps based on a performance review. If an annual raise is not something you do, you can stop here!

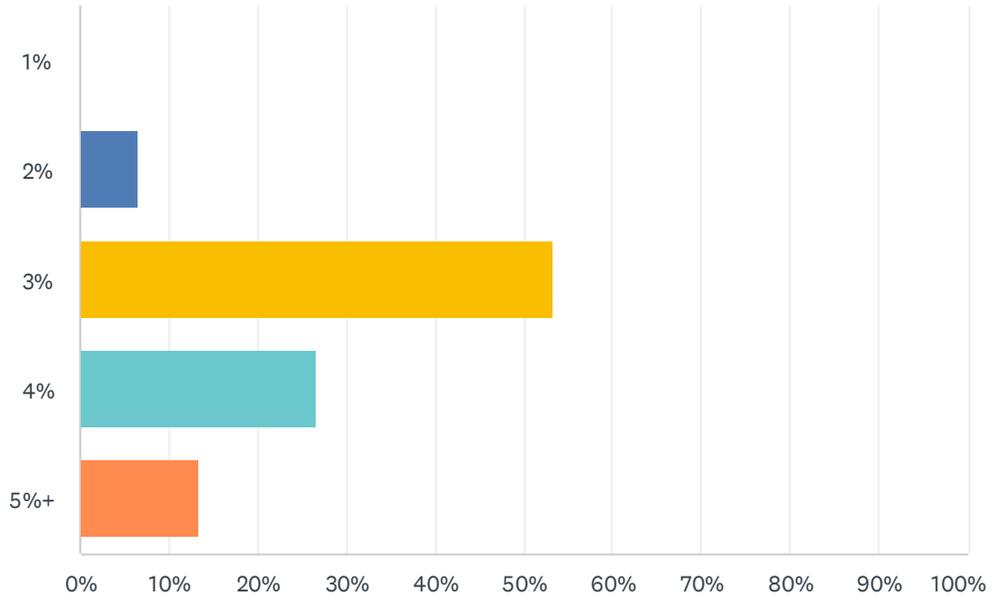
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	68.42%
No	31.58%
TOTAL	

Q2 What is your overall budgeted raise percentage? (Knowing that different staff may receive different amounts based on performance)

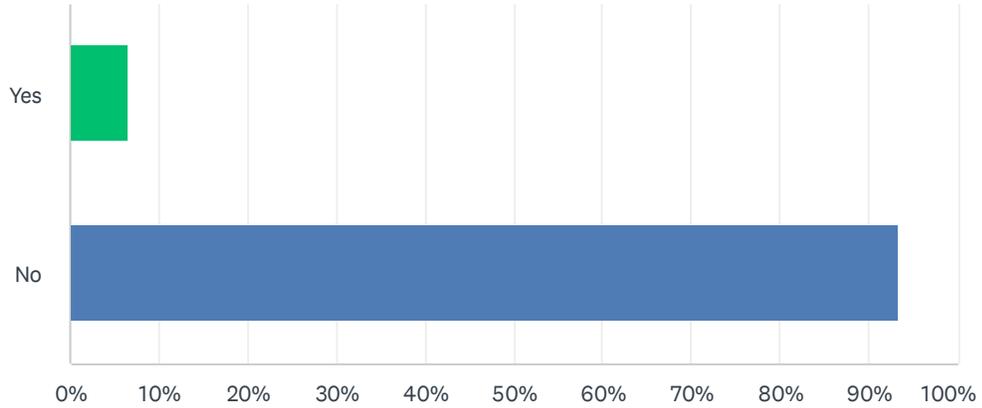
Answered: 15 Skipped: 4



ANSWER CHOICES	RESPONSES
1%	0.00%
2%	6.67%
3%	53.33%
4%	26.67%
5%+	13.33%
TOTAL	

Q3 Do you provide an ADDITIONAL increase specifically for Cost of Living? (For example, the employee receives 3% performance and 2% COL and it's broken out that way to the employee)

Answered: 15 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	6.67%
No	93.33%
TOTAL	

Q4 If yes, what do you typically provide?

Answered: 1 Skipped: 18

#	RESPONSES	DATE
1	We break it down and provide the percentage for the performance and the percentage for whatever COL is at the time.	6/28/2024 11:30 AM

Q5 Is there anything additional you can share regarding your practice's raise process?

Answered: 8 Skipped: 11

#	RESPONSES	DATE
1	We do annual performance reviews in February and typically will give raises out in March. This year, we have put on hold due to financials being hit by data breach. Typically, we give a 2% - 5% based on review. All things are taken into account based mostly on performance and attendance. If they use all allotted PTO and are out above that, they are dinged for it and it will reflect in their pay increase %. Same for performance.	7/1/2024 9:52 AM
2	There is not a consistent annual review process in place nor COL/performance raises since my tenure with the practice (Jan 2024)	7/1/2024 9:17 AM
3	we do annual raises in Nov/December time..	7/1/2024 7:39 AM
4	We used to raise salaries once annually - some years we have done both - COL & Performance. Lately it seems like we review pay information more frequently as turnover remains higher than normal.	6/28/2024 2:52 PM
5	All staff get reviews in June of each year. The reviews are based on performance and average 3%- 4%.	6/28/2024 1:08 PM
6	Pool of funds is actually 3.5% this year	6/28/2024 11:48 AM
7	4% is the highest available, it goes down from there based on performance evaluation	6/28/2024 11:35 AM
8	We may give an additional increase based mid year specifically for COL/interest rates increase, ETC.	6/28/2024 11:30 AM