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**Minjie Lin** 

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salaries are going up the average 2023 merit increase budget including zeros reported by survey participants came in at 3 8 compared to the 3 4 actually delivered in 2022 likewise we are seeing an increase in the total increase budget for 2023 4 2 for 2023 compared to

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jul 18 2023 consulting firm mercer reported earlier this year that u s employers reported 2023 annual merit increases have averaged 3 8 percent while total compensation which includes merit awards as well