

**All Rate Changes**

Calendar Year	Count of Rate Changes	Distinct Count of Employee ID	Sum of Change in Hourly Rate	Average of Standard Weekly Hours
2020	46,613	33,544	\$42,726.65	33.53
2021	48,396	34,051	\$44,670.84	33.59
2022	49,086	34,313	\$72,865.28	33.52
<b>Total</b>	<b>144,095</b>	<b>41,569</b>	<b>\$160,262.77</b>	<b>33.55</b>

**Rate Increases**

Calendar Year	Count of Rate Changes	Distinct Count of Employee ID	Sum of Change in Hourly Rate	Average of Standard Weekly Hours
2020	46,168	33,512	\$42,995.02	33.70
2021	47,914	34,002	\$45,605.36	33.78
2022	47,360	33,928	\$74,467.10	33.76
<b>Total</b>	<b>141,442</b>	<b>41,233</b>	<b>\$163,067.48</b>	<b>33.75</b>

**Rate Decreases**

Calendar Year	Count of Rate Changes	Distinct Count of Employee ID	Sum of Change in Hourly Rate	Average of Standard Weekly Hours
2020	445	424	-\$268.37	15.68
2021	482	471	-\$934.52	14.86
2022	1,726	1,676	-\$1,601.83	26.88
<b>Total</b>	<b>2,653</b>	<b>2,473</b>	<b>-\$2,804.72</b>	<b>22.82</b>