

2008-2009  
ERC  
Wage & Salary  
Adjustment  
Survey



Conducted by:  
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## EXECUTIVE SUMMARY

### Codes

PMS-NU	Hourly production, maintenance, and service positions (Non-Union)
PMS-U	Hourly production, maintenance, and service positions (Union)
CT	Non-exempt clerical and technical positions
SMP	Exempt-supervisory, managerial and professional positions
EXEC	Executive/Officer positions

On average, Northeast Ohio employers provided actual pay increases of **3.4%** in 2008. The average projected pay increase for 2009 is **3.3%**.

In this year's survey, **149** Northeast Ohio organizations reported their actual wage and salary adjustments for the period between 7/1/07 and 7/1/08 and their projected adjustments for the period between 7/1/08 and 7/1/09.

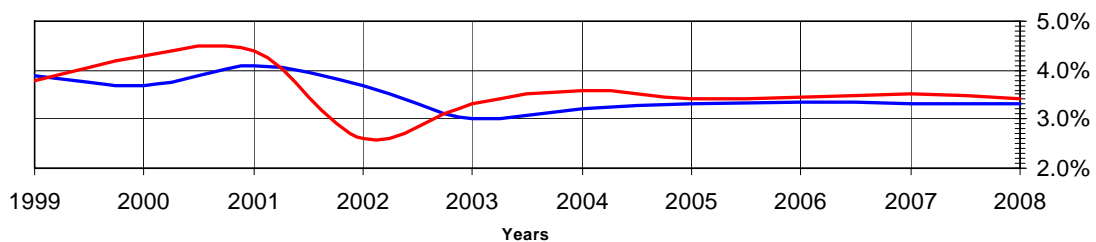
### Average Actual Pay Adjustments for 7/1/07 to 7/1/08

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.4%	3.1%	3.4%	3.4%	3.5%

### Average Projected Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.3%	3.2%	3.3%	3.3%	3.5%

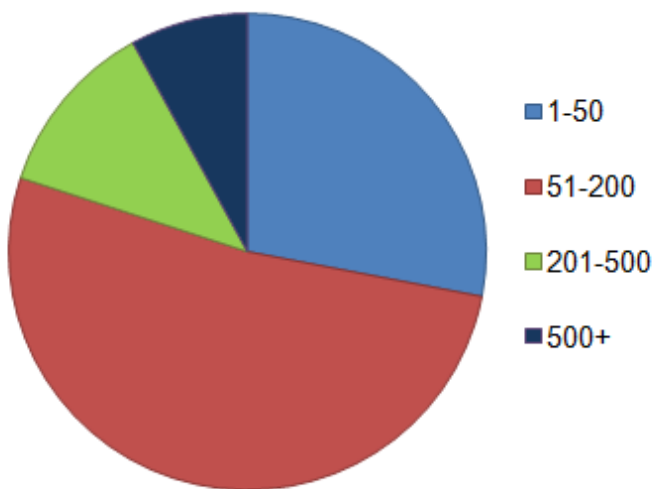
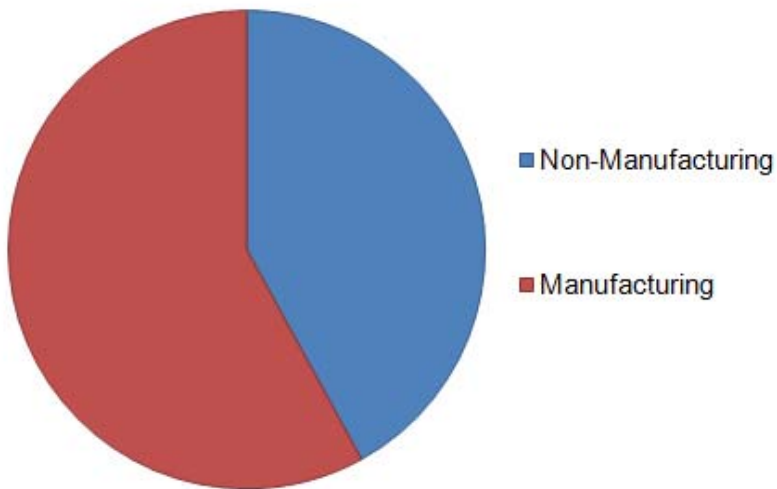
### Average Actual and Projected Increases: 1999-2008



	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Actual	3.8%	4.3%	4.4%	2.6%	3.3%	3.6%	3.4%	3.4%	3.5%	3.4%
Projected	3.9%	3.7%	4.1%	3.7%	3.0%	3.2%	3.3%	3.3%	3.3%	3.3%

## DEMOGRAPHICS

	Count	Percent
All Organizations	149	
Industry		
Manufacturing	86	58%
Non-Manufacturing	62	42%
Organization Size		
1-50	41	28%
51-200	77	52%
201-500	18	12%
500+	12	8%



## PAY ADJUSTMENT STATISTICS

### Average Actual Pay Adjustments for 7/1/07 to 7/1/08

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.4%	3.1%	3.4%	3.4%	3.5%
Industry					
Manufacturing	3.3%	3.0%	3.3%	3.4%	3.6%
Non-Manufacturing	3.4%	3.2%	3.4%	3.2%	3.5%
Organization Size					
1-50	3.5%	2.4%	3.4%	3.3%	3.2%
51-200	3.4%	3.2%	3.3%	3.4%	3.5%
201-500	3.2%	3.0%	3.7%	3.6%	4.1%
500+	2.9%	3.1%	2.9%	2.9%	3.1%

### Average Projected Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.3%	3.2%	3.3%	3.3%	3.5%
Industry					
Manufacturing	3.2%	3.1%	3.2%	3.3%	3.5%
Non-Manufacturing	3.5%	3.3%	3.3%	3.3%	3.6%
Organization Size					
1-50	3.4%	2.9%	3.2%	3.2%	3.6%
51-200	3.2%	3.1%	3.2%	3.2%	3.4%
201-500	3.3%	3.2%	3.6%	3.6%	3.9%
500+	3.0%	3.1%	3.1%	3.1%	3.2%

### Average Actual Formal Pay Range Adjustments for 7/1/07 to 7/1/08

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.4%	2.6%	2.4%	2.7%
Industry					
Manufacturing	2.7%	2.1%	2.7%	2.6%	2.6%
Non-Manufacturing	2.8%	3.0%	2.4%	2.1%	2.6%
Organization Size					
1-50	2.3%	0.0%	1.7%	1.0%	2.0%
51-200	2.8%	2.1%	2.9%	2.8%	3.0%
201-500	2.4%	2.6%	2.2%	2.1%	2.1%
500+	2.8%	3.0%	2.8%	2.7%	2.6%

### Average Projected Formal Pay Range Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.0%	2.6%	2.8%	2.8%	3.0%
Industry					
Manufacturing	2.8%	2.6%	2.7%	2.6%	2.8%
Non-Manufacturing	3.5%	3.0%	3.0%	2.9%	3.1%
Organization Size					
1-50	3.0%	1.8%	2.6%	2.8%	3.1%
51-200	3.0%	2.4%	3.0%	2.9%	3.0%
201-500	2.7%	2.5%	2.3%	2.3%	2.1%
500+	3.2%	3.0%	2.5%	2.3%	2.7%

### Percentage of Organizations that Made No Pay Adjustments for 7/1/07 to 7/1/08

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	7.0%	12.5%	6.8%	7.4%	16.8%
Industry					
Manufacturing	4.3%	13.3%	5.5%	5.5%	11.8%
Non-Manufacturing	8.6%	11.8%	7.8%	8.6%	20.6%
Organization Size					
1-50	15.2%	37.5%	15.2%	18.2%	33.3%
51-200	5.8%	7.7%	5.7%	5.4%	14.3%
201-500	0.0%	0.0%	0.0%	0.0%	0.0%
500+	0.0%	0.0%	0.0%	0.0%	10.0%

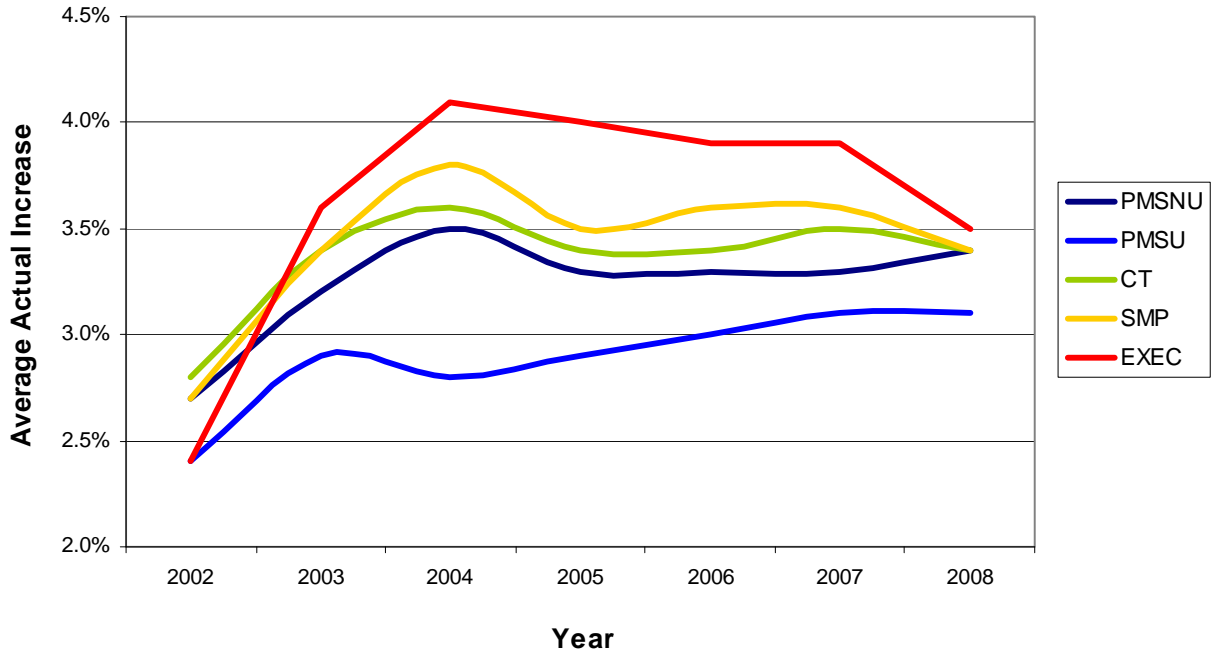
### Percentage of Organizations Projecting No Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	8.3%	15.6%	8.0%	9.2%	13.4%
Industry					
Manufacturing	9.1%	21.4%	9.4%	9.4%	10.4%
Non-Manufacturing	7.9%	11.1%	6.9%	9.1%	15.6%
Organization Size					
1-50	18.8%	33.3%	18.8%	21.2%	25.8%
51-200	4.5%	8.3%	4.5%	5.7%	10.7%
201-500	0.0%	0.0%	0.0%	0.0%	0.0%
500+	12.5%	25.0%	10.0%	10.0%	10.0%

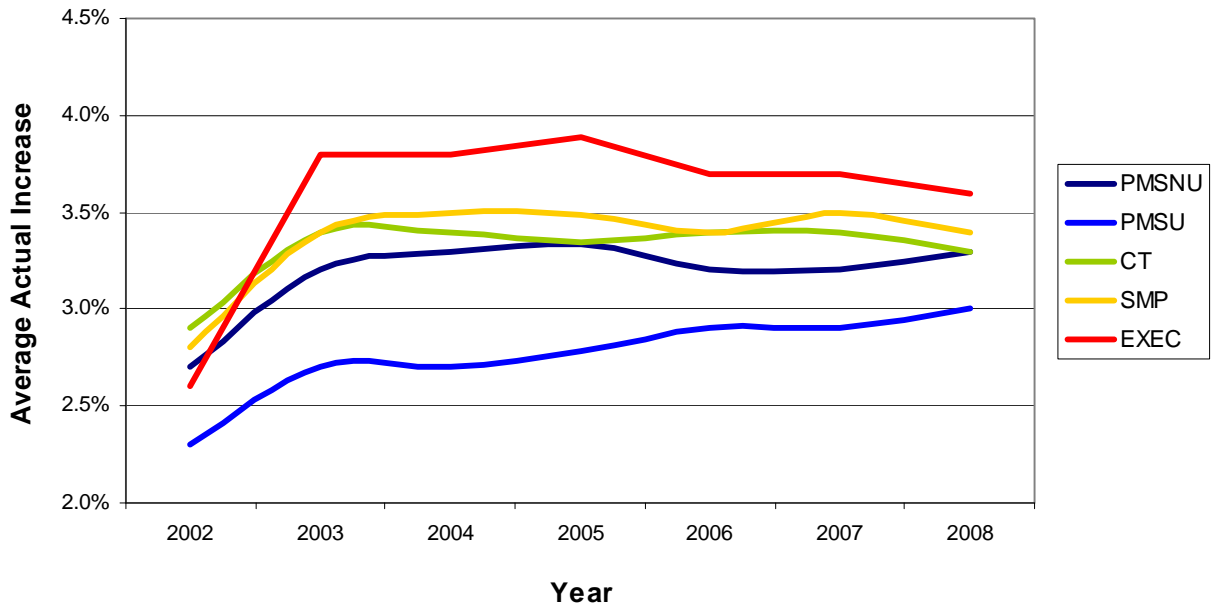
*The projected wage adjustments in this report are an average of all projections provided by organizations that are planning to make adjustments for the period between 7/1/08 and 7/1/09. The actual wage adjustments represent an average of all data provided by organizations that made adjustments for the period between 7/1/07 and 7/1/08. Data from organizations that are not planning to make adjustments or did not make adjustments are not included in the averages. Formal pay ranges refer to upper and lower limits of possible compensation for individuals whose jobs fall in the range.*

## TRENDS IN PAY ADJUSTMENTS

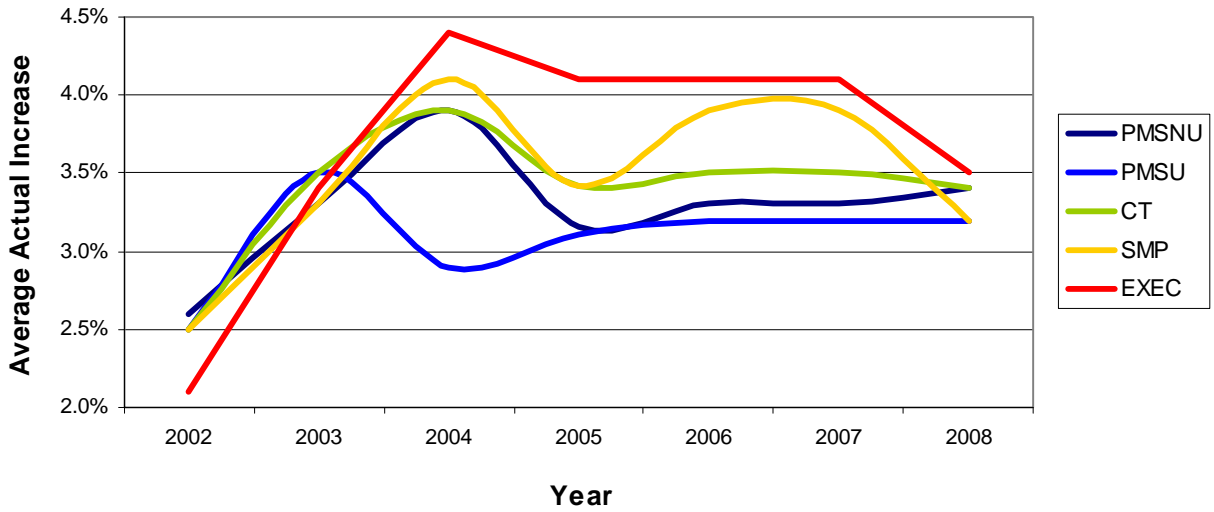
### Average Increases by Employee Group (All Organizations)



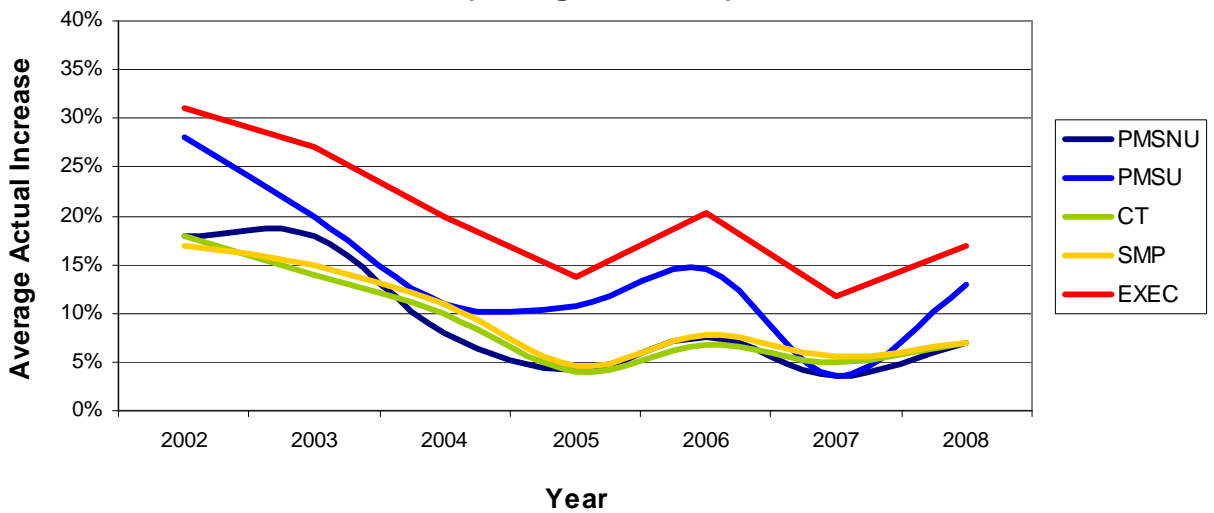
### Average Increases by Employee Group (Manufacturing)



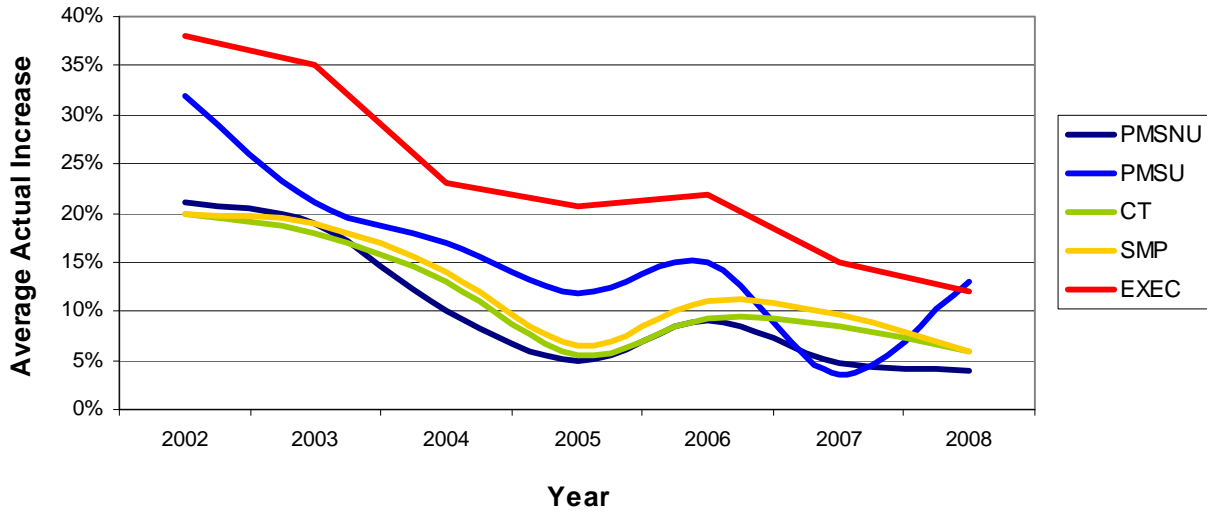
**Average Increases by Employee Group  
(Non-Manufacturing)**



**No Pay Adjustments Made During Year  
(All Organizations)**



### No Pay Adjustments Made During Year (Manufacturing)



### No Pay Adjustments Made During Year (Non-Manufacturing)

