

2009-2010
ERC
Wage & Salary
Adjustment
Survey



Conducted by:

ERC

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Methodology

ERC invited Northeast Ohio organizations to complete the survey between July 14th and August 14th, 2009. Organizations reported their actual wage and salary adjustments for the period between 7/1/08 and 7/1/09 and their projected adjustments for the period between 7/1/09 and 7/1/10. The survey, published in September of 2009, reports data from 125 organizations regarding their actual and projected wage and salary adjustments.

Participant Demographics

Organization Size

1-50	23%
51-200	52%
201-500	15%
500+	10%

Industry

Manufacturing	58%
Non-Manufacturing	42%

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

Executive Summary

On average, Northeast Ohio employers provided actual pay increases of **3.1%** in 2009. The average projected pay increase for 2010 is **2.7%**.

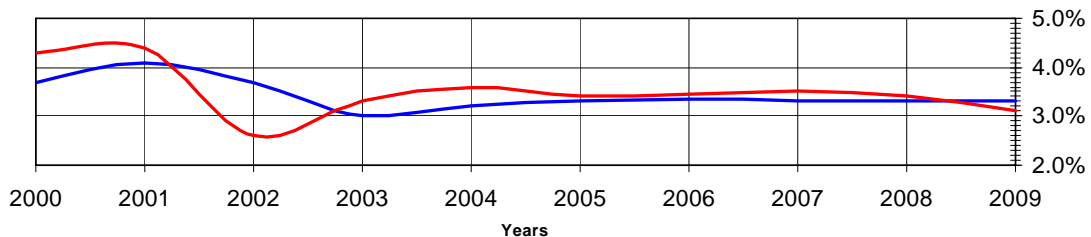
Average Actual Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	3.0%	2.9%	3.0%	3.2%	3.4%

Average Projected Pay Adjustments for 7/1/09 to 7/1/10

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.6%	2.7%	2.6%	2.7%	2.9%

Average Actual and Projected Increases: 2000-2009



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Actual	4.3%	4.4%	2.6%	3.3%	3.6%	3.4%	3.4%	3.5%	3.4%	3.1%
Projected	3.7%	4.1%	3.7%	3.0%	3.2%	3.3%	3.3%	3.3%	3.3%	3.3%

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Pay Adjustment Statistics

Average Actual Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	2.9%	2.8%	2.9%	3.1%	3.2%
Non-Manufacturing	3.2%	2.9%	3.1%	3.4%	3.7%
Organization Size					
1-50	2.9%	3.0%	2.9%	4.2%	4.1%
51-200	3.0%	2.9%	2.9%	3.0%	3.2%
201-500	3.2%	2.5%	3.2%	3.3%	3.4%
500+	2.9%	3.1%	2.8%	2.9%	3.7%
All Organizations	3.0%	2.9%	3.0%	3.2%	3.4%

Average Projected Pay Adjustments for 7/1/09 to 7/1/10

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	2.6%	2.7%	2.6%	2.7%	2.8%
Non-Manufacturing	2.5%	2.6%	2.5%	2.6%	2.9%
Organization Size					
1-50	2.7%	2.7%	2.8%	3.0%	3.1%
51-200	2.5%	2.7%	2.5%	2.6%	2.7%
201-500	2.8%	2.4%	2.8%	2.7%	3.3%
500+	2.4%	3.0%	2.4%	2.4%	2.5%
All Organizations	2.6%	2.7%	2.6%	2.7%	2.9%

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

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	3.5%	2.5%	2.8%	2.5%	2.8%
Non-Manufacturing	3.0%	3.3%	3.0%	3.2%	3.3%
Organization Size					
1-50	2.5%	n/a	2.4%	2.5%	2.4%
51-200	2.9%	2.2%	2.9%	2.9%	3.2%
201-500	5.3%	4.4%	3.3%	3.3%	3.5%
500+	2.4%	3.7%	2.9%	2.7%	3.2%
All Organizations	3.3%	2.9%	2.9%	2.9%	3.1%

Codes

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Average Projected Formal Pay Range Adjustments for 7/1/09 to 7/1/10

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	3.0%	2.5%	2.9%	2.8%	2.8%
Non-Manufacturing	2.2%	2.2%	2.2%	2.1%	2.2%
Organization Size					
1-50	2.0%	n/a	2.2%	2.3%	1.9%
51-200	2.4%	2.1%	2.7%	2.6%	2.4%
201-500	3.5%	2.5%	2.8%	2.8%	3.0%
500+	2.5%	2.4%	2.4%	2.2%	3.0%
All Organizations	2.6%	2.3%	2.6%	2.4%	2.5%

Percentage of Organizations that Made No Pay Adjustments for 7/1/08 to 7/1/09

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	46%	60%	44%	48%	56%
Non-Manufacturing	32%	44%	30%	29%	44%
Organization Size					
1-50	67%	89%	52%	60%	60%
51-200	38%	56%	37%	36%	49%
201-500	41%	46%	33%	33%	47%
500+	13%	0%	27%	27%	40%
All Organizations	41%	54%	39%	40%	51%

Percentage of Organizations Projecting No Pay Adjustments for 7/1/09 to 7/1/10

	PMS-NU	PMS-U	CT	SMP	EXEC
Industry					
Manufacturing	42%	55%	39%	39%	48%
Non-Manufacturing	30%	21%	34%	33%	47%
Organization Size					
1-50	50%	57%	46%	46%	50%
51-200	37%	50%	39%	38%	46%
201-500	38%	40%	39%	39%	50%
500+	14%	0%	0%	0%	50%
All Organizations	38%	42%	37%	36%	48%

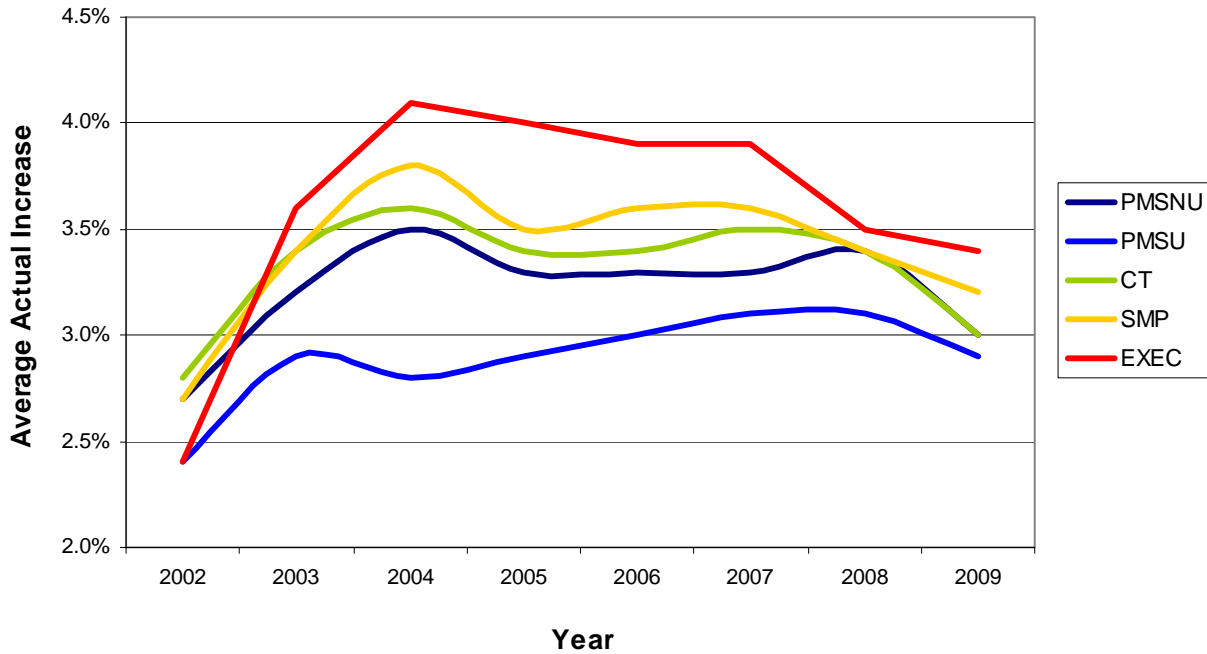
The projected wage adjustments in this report are an average of all projections provided by organizations that are planning to make adjustments for the period between 7/1/09 and 7/1/10. The actual wage adjustments represent an average of all data provided by organizations that made adjustments for the period between 7/1/08 and 7/1/09. 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.

Codes

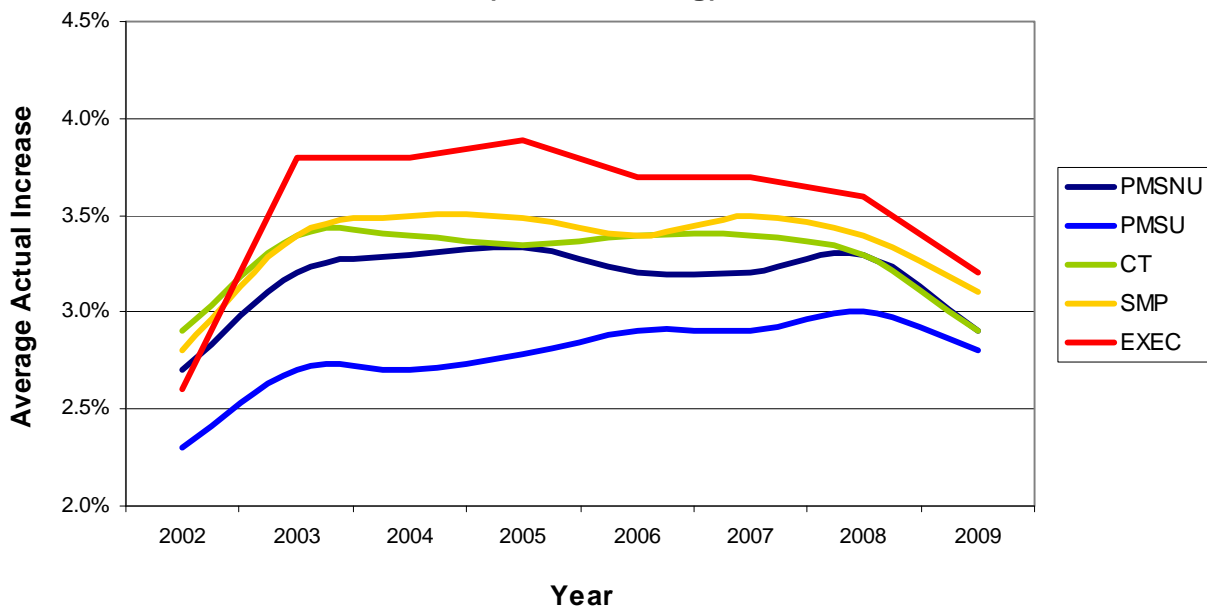
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Trends in Pay Adjustments

Average Increases by Employee Group (All Organizations)



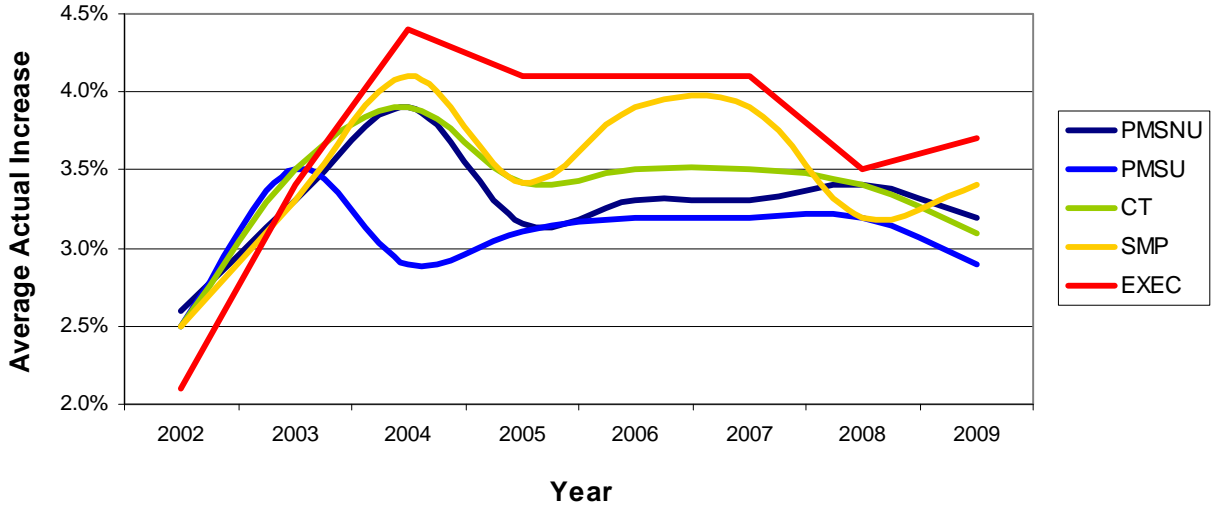
Average Increases by Employee Group (Manufacturing)



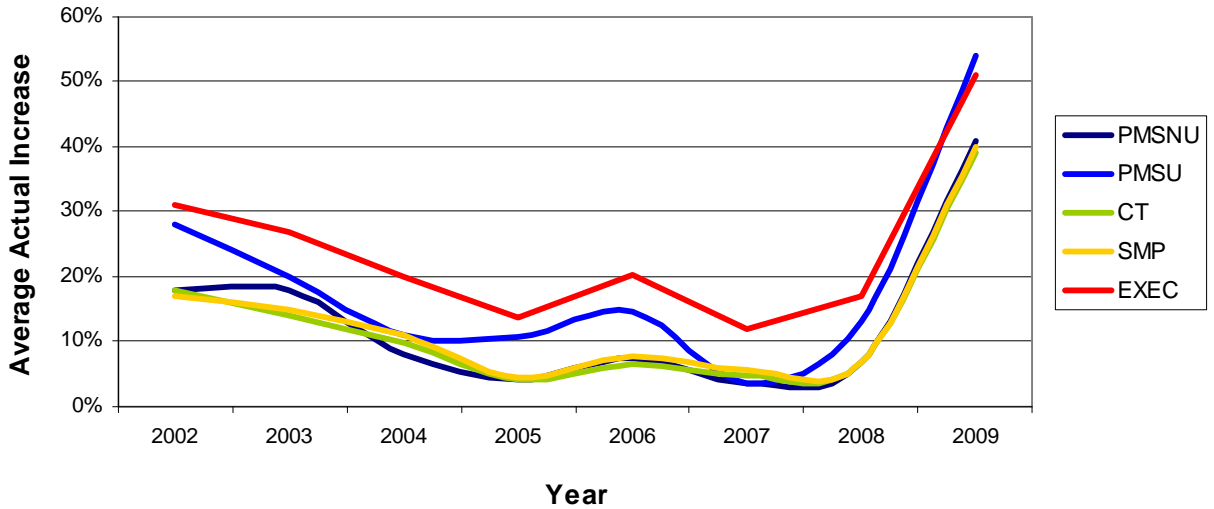
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**Average Increases by Employee Group
(Non-Manufacturing)**



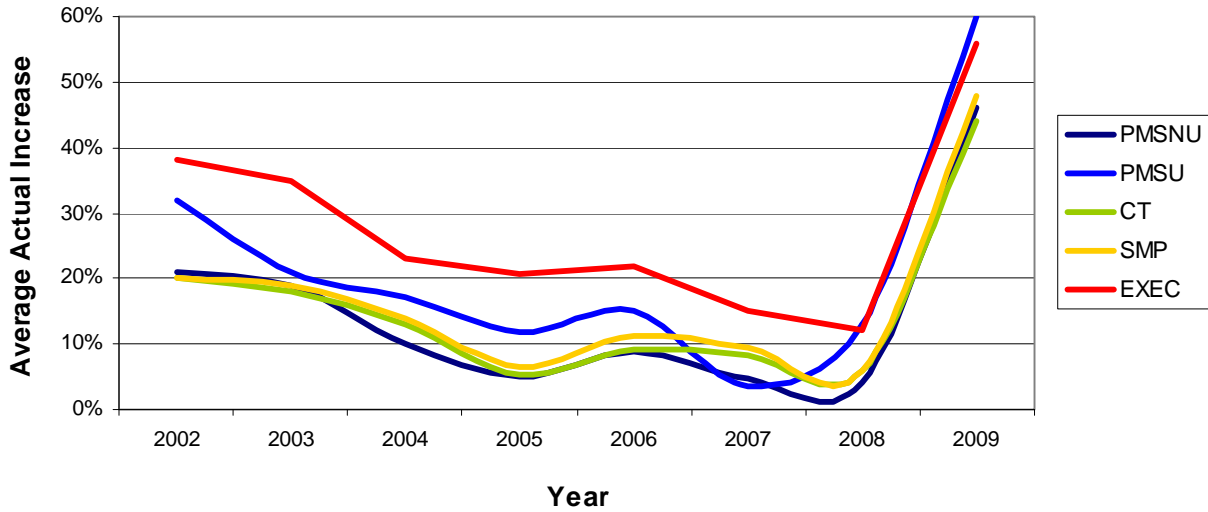
**No Pay Adjustments Made During Year
(All Organizations)**



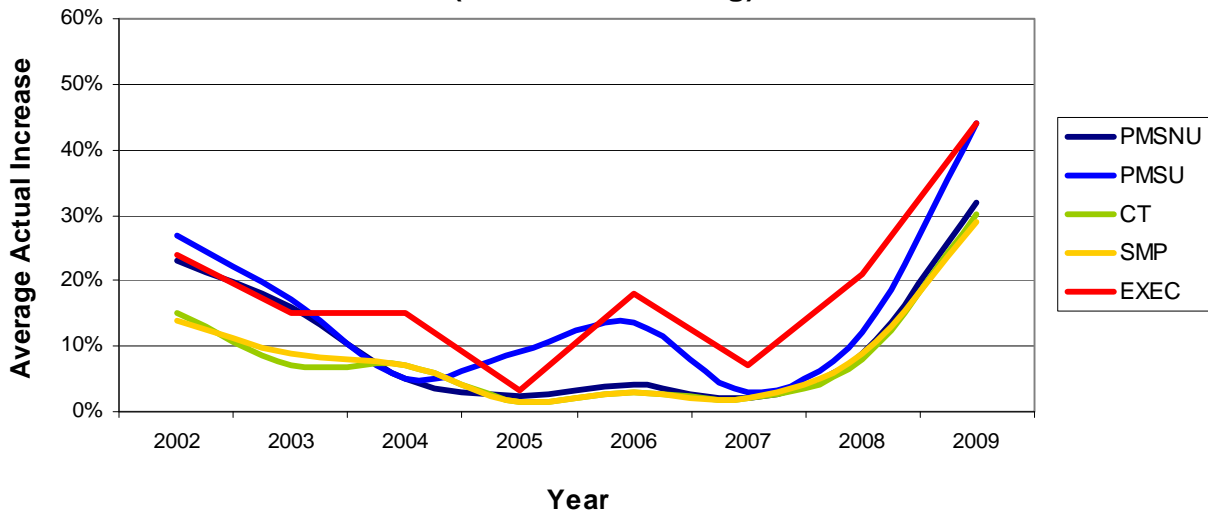
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No Pay Adjustments Made During Year (Manufacturing)



No Pay Adjustments Made During Year (Non-Manufacturing)



Codes

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