

2011-2012 ERC Wage & Salary Adjustment Survey

August 2011

Conducted by ERC

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Overview

ERC invited Northeast Ohio organizations to complete the survey between July 12th and August 12th, 2011. Organizations reported their actual wage and salary adjustments for the period between 7/1/10 and 7/1/11 and their projected adjustments for the period between 7/1/11 and 7/1/12. The survey, published in August of 2011, reports data from 129 organizations regarding their actual and projected wage and salary adjustments.

Please note that 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 7/1/11 and 7/1/12. The actual wage adjustments represent an average of all data provided by organizations that made adjustments for the period between 7/1/10 and 7/1/11. 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

The following codes are used throughout the survey report to report the data.

- PMS-NU Production, Maintenance, and Service Positions (Non-Union)
- PMS-U Production, Maintenance, and Service Positions (Union)
- CT Clerical and Technical Positions
- SMP Exempt Supervisory, Management, and Professional Positions
- EXEC Executive Positions

Executive Summary

On average, Northeast Ohio employers provided actual pay increases of **2.8%** in 2011. The average projected pay increase for 2012 is **2.8%**.

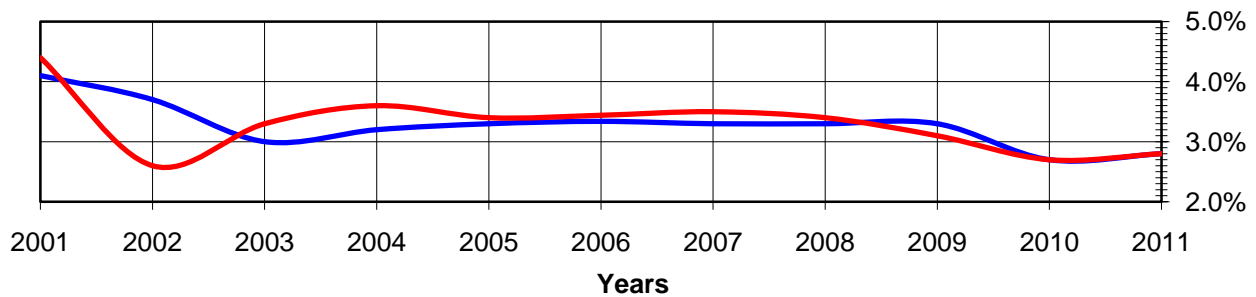
Average Actual Pay Adjustments for 7/1/10 to 7/1/11

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.5%	2.9%	3.0%	3.1%

Average Projected Pay Adjustments for 7/1/11 to 7/1/12

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.5%	2.9%	2.9%	3.0%

Average Actual and Projected Increases: 2001-2011



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Actual	4.4%	2.6%	3.3%	3.6%	3.4%	3.4%	3.5%	3.4%	3.1%	2.7%	2.8%
Projected	4.1%	3.7%	3.0%	3.2%	3.3%	3.3%	3.3%	3.3%	3.3%	2.7%	2.8%

Wage & Salary Adjustments

Average actual pay adjustments for 7/1/10 to 7/1/11

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.5%	2.9%	3.0%	3.1%
Industry					
Manufacturing	2.8%	2.2%	2.9%	2.9%	3.2%
Non-Manufacturing	2.7%	n/a	3.1%	3.2%	3.1%
Non-Profit	2.6%	2.8%	2.8%	2.9%	3.1%
Organizational Size					
1-50	2.8%	n/a	3.3%	3.5%	3.1%
51-200	2.8%	2.8%	2.9%	2.9%	3.2%
201-500	2.9%	2.3%	3.0%	3.1%	3.3%
Over 500	2.3%	2.4%	2.5%	2.6%	2.9%
County					
Cuyahoga	2.8%	2.5%	2.9%	3.0%	3.0%
Lake	2.8%	n/a	3.0%	2.9%	3.1%
Summit	2.6%	3.0%	2.9%	2.7%	3.3%

Average projected pay adjustments for 7/1/11 to 7/1/12

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.5%	2.9%	2.9%	3.0%
Industry					
Manufacturing	2.7%	2.3%	2.8%	2.8%	2.9%
Non-Manufacturing	2.9%	n/a	3.1%	3.1%	3.1%
Non-Profit	2.6%	2.4%	2.7%	2.8%	2.8%
Organizational Size					
1-50	2.8%	n/a	2.9%	3.1%	3.1%
51-200	2.8%	2.5%	3.0%	2.9%	3.0%
201-500	2.6%	2.8%	2.8%	2.9%	3.2%
Over 500	2.4%	2.1%	2.4%	2.5%	2.5%
County					
Cuyahoga	2.7%	2.5%	2.9%	2.9%	2.9%
Lake	2.6%	n/a	3.0%	2.6%	2.9%
Summit	2.7%	3.0%	2.8%	2.8%	2.9%

Average actual formal pay range adjustments for 7/1/10 to 7/1/11

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.9%	2.7%	2.8%	2.9%
Industry					
Manufacturing	3.0%	2.6%	2.8%	2.8%	2.9%
Non-Manufacturing	2.7%	n/a	3.2%	3.4%	3.2%
Non-Profit	2.3%	3.0%	2.5%	2.5%	2.7%
Organizational Size					
1-50	n/a	n/a	n/a	n/a	n/a
51-200	2.8%	3.3%	2.7%	2.8%	2.9%
201-500	3.0%	n/a	3.1%	3.1%	3.2%
Over 500	2.4%	n/a	2.0%	2.0%	1.9%
County					
Cuyahoga	2.7%	2.8%	2.8%	2.8%	2.9%
Lake	n/a	n/a	n/a	n/a	n/a
Summit	n/a	n/a	n/a	n/a	n/a

Average projected formal pay range adjustments for 7/1/11 to 7/1/12

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.4%	2.9%	2.8%	3.0%
Industry					
Manufacturing	2.9%	2.8%	3.0%	3.0%	3.3%
Non-Manufacturing	2.8%	n/a	3.1%	2.9%	3.1%
Non-Profit	2.4%	2.3%	2.5%	2.5%	2.6%
Organizational Size					
1-50	2.5%	n/a	2.8%	2.8%	2.8%
51-200	3.0%	2.8%	3.0%	2.9%	3.3%
201-500	3.4%	n/a	3.5%	3.5%	3.7%
Over 500	1.8%	n/a	2.0%	2.0%	2.1%
County					
Cuyahoga	2.7%	2.5%	2.8%	2.8%	2.9%
Lake	n/a	n/a	n/a	n/a	n/a
Summit	n/a	n/a	n/a	n/a	n/a

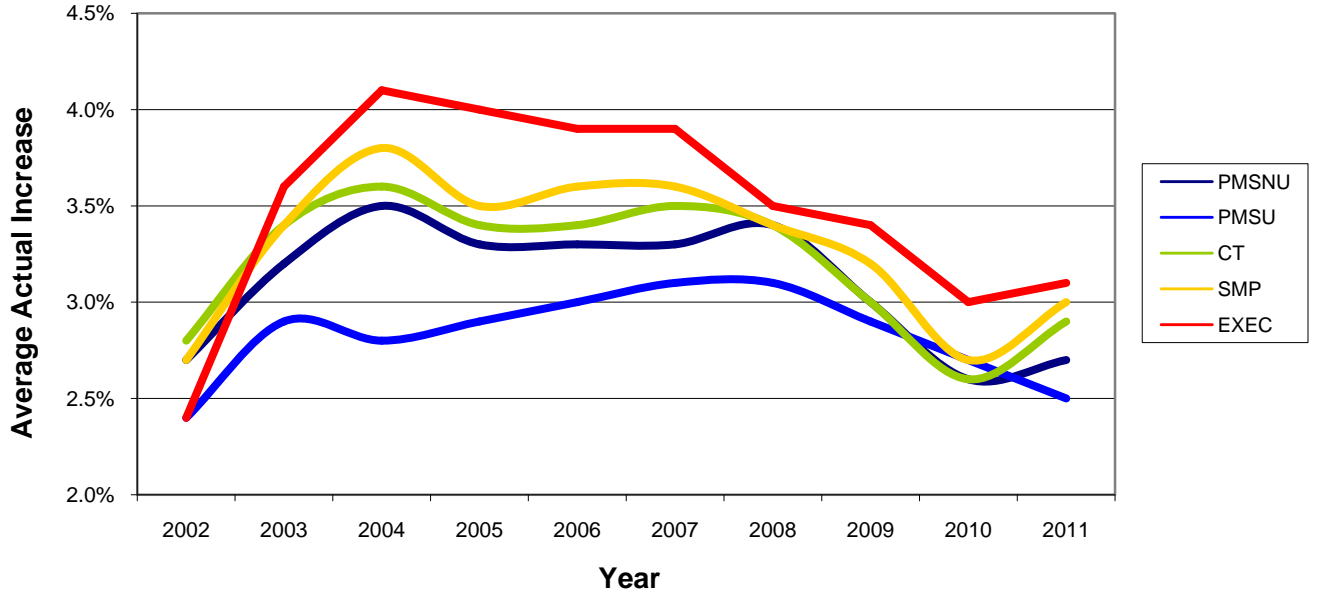
Percentage of organizations that made no pay adjustments for 7/1/10 to 7/1/11

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	18%	39%	18%	19%	28%
Industry					
Manufacturing	13%	27%	14%	16%	26%
Non-Manufacturing	33%	n/a	23%	24%	33%
Non-Profit	15%	23%	20%	20%	22%
Organizational Size					
1-50	33%	n/a	32%	32%	53%
51-200	15%	47%	17%	18%	20%
201-500	15%	13%	13%	20%	23%
Over 500	15%	33%	13%	13%	23%
County					
Cuyahoga	20%	41%	20%	21%	28%
Lake	9%	n/a	8%	9%	11%
Summit	9%	0%	15%	15%	36%

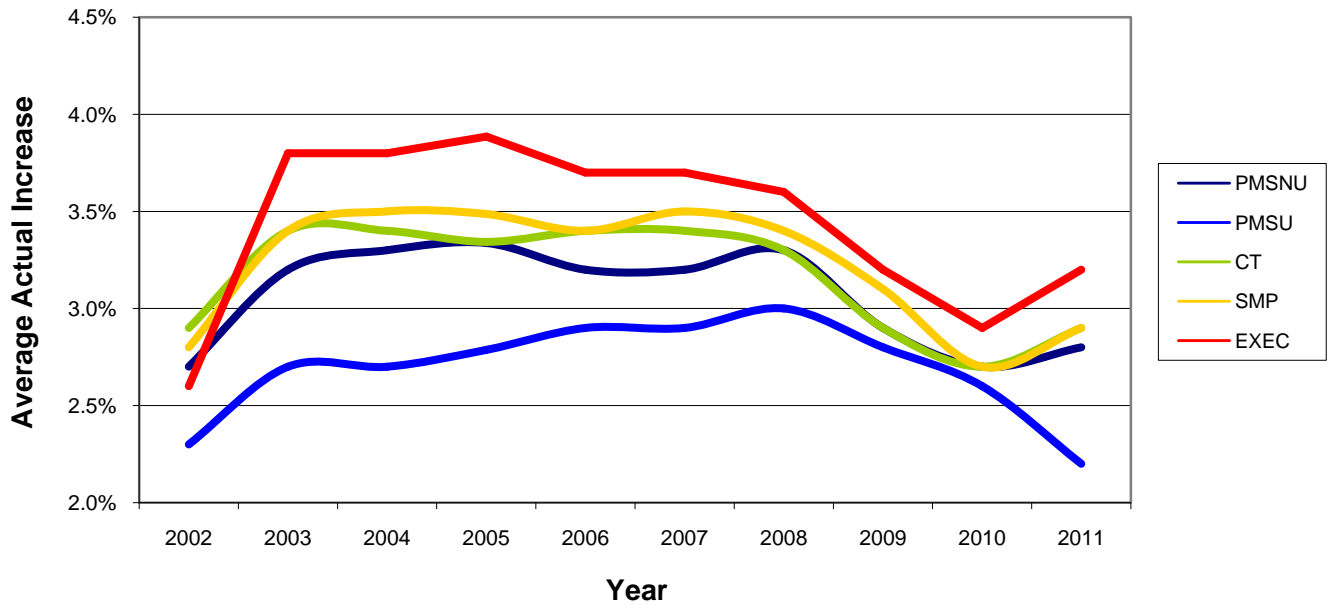
Percentage of organizations projecting no pay adjustments for 7/1/11 to 7/1/12

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	16%	40%	13%	13%	19%
Industry					
Manufacturing	11%	31%	11%	11%	17%
Non-Manufacturing	22%	n/a	11%	11%	21%
Non-Profit	21%	31%	16%	16%	18%
Organizational Size					
1-50	33%	n/a	14%	14%	22%
51-200	15%	47%	15%	16%	20%
201-500	25%	25%	14%	15%	36%
Over 500	0%	17%	0%	0%	0%
County					
Cuyahoga	16%	43%	13%	13%	15%
Lake	10%	n/a	9%	10%	11%
Summit	20%	33%	17%	17%	33%

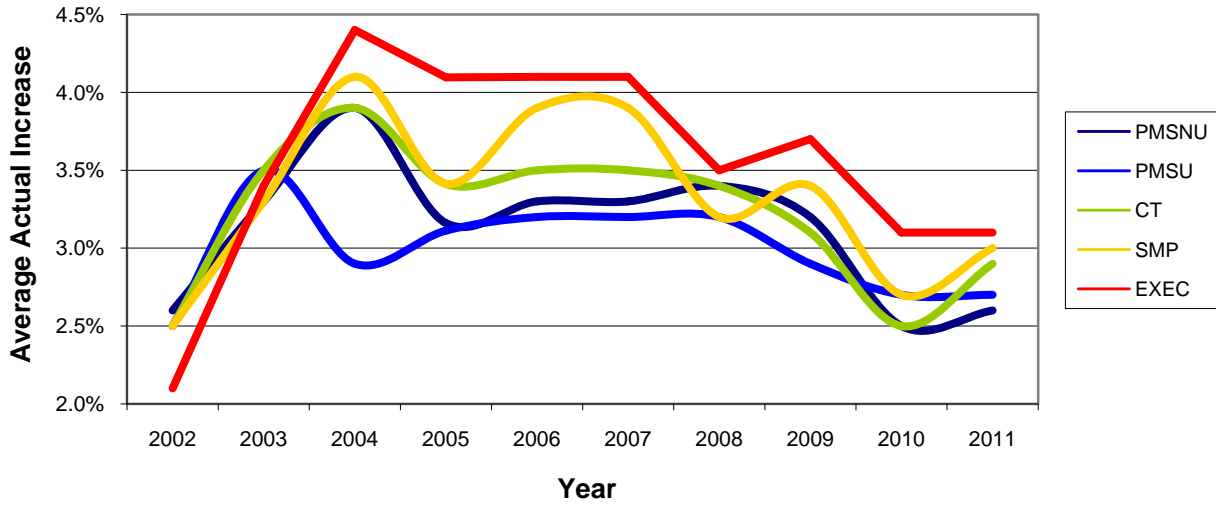
**Average Increases by Employee Group
(All Organizations)**



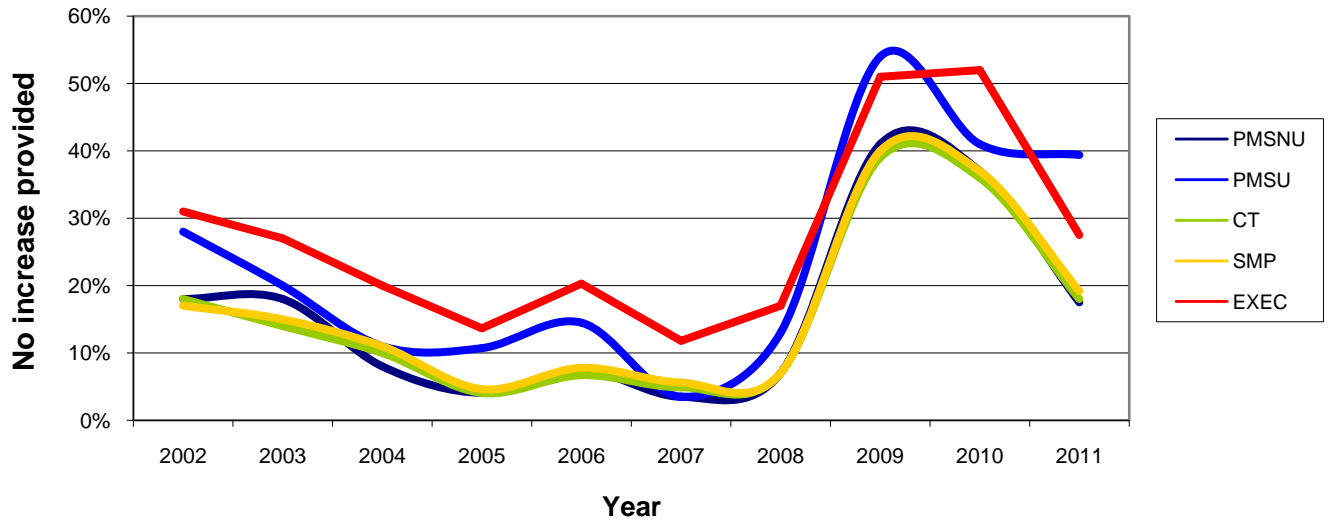
**Average Increases by Employee Group
(Manufacturing)**



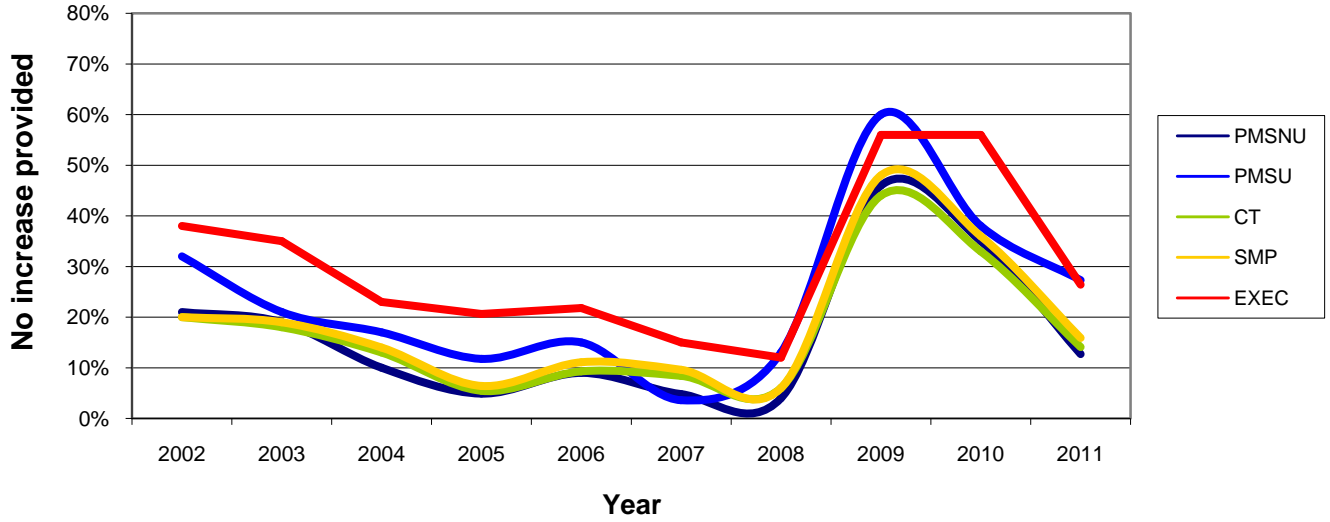
**Average Increases by Employee Group
(Non-Manufacturing - Including Non-Profit)**



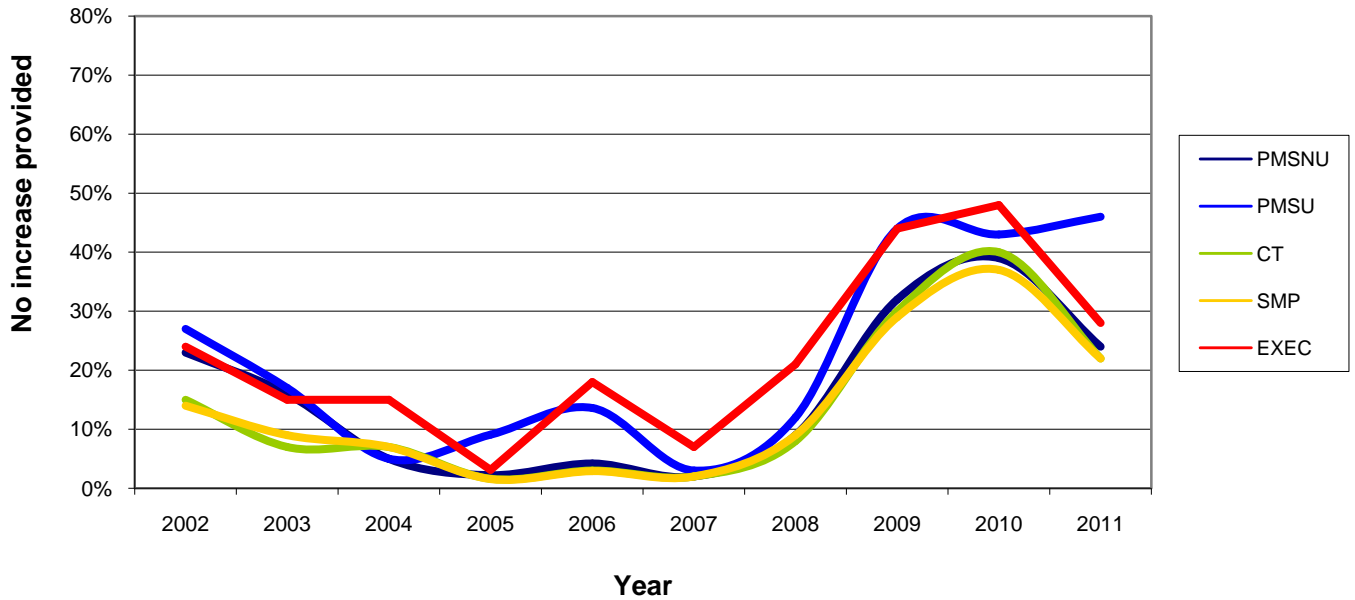
**No Pay Adjustments Made During Year
(All Organizations)**



No Pay Adjustments Made During Year (Manufacturing)



No Pay Adjustments Made During Year (Non-Manufacturing - Including Non-Profit)



Respondent Demographics

One-hundred and twenty-nine (129) organizations in Northeast Ohio participated in the survey; a breakdown of the industries and sizes they represent is provided below.

	Percent
Industry	
Manufacturing	54%
Non-Manufacturing	26%
Non-Profit	20%
Organizational Size	
1-50	19%
51-200	54%
201-500	14%
Over 500	13%
County	
Cuyahoga	73%
Lake	13%
Summit	14%

About ERC

ERC is Northeast Ohio's largest organization dedicated to HR and workplace programs, practices, training and consulting. ERC membership provides employers access to an incredible amount of information, expertise, and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program. For more information about ERC, please visit www.ercnet.org.

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