

2012-2013 ERC Wage & Salary Adjustment Survey

August 2012

Conducted by ERC
6700 Beta Drive, Suite 300
Mayfield Village, OH 44143
440/684-9700
www.yourERC.com

ERC
Where Great Workplaces Start.

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.yourERC.com.



Overview

ERC invited Northeast Ohio organizations to complete the survey between July 10th and August 10th, 2012. Organizations reported their actual wage and salary adjustments for the period between 7/1/11 and 7/1/12 and their projected adjustments for the period between 7/1/12 and 7/1/13. The survey, published in August of 2012, reports data from 154 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 7/1/12 and 7/1/13. The actual wage adjustments represent an average of all data provided by organizations that made adjustments for the period between 7/1/11 and 7/1/12. 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 **3.0%** in 2012. The average projected pay increase for 2013 is **3.0%**.

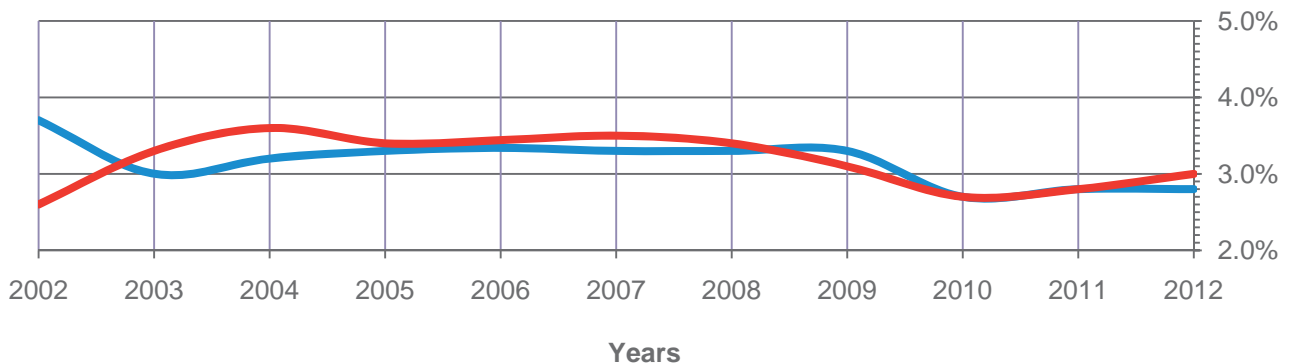
Average Actual Pay Adjustments for 7/1/11 to 7/1/12

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.8%	2.6%	3.0%	3.1%	3.4%

Average Projected Pay Adjustments for 7/1/12 to 7/1/13

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.9%	2.7%	3.1%	3.2%	3.3%

Average Actual and Projected Increases: 2002-2012



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Projected	3.7%	3.0%	3.2%	3.3%	3.3%	3.3%	3.3%	3.3%	2.7%	2.8%	2.8%
Actual	2.6%	3.3%	3.6%	3.4%	3.4%	3.5%	3.4%	3.1%	2.7%	2.8%	3.0%

Wage & Salary Adjustments

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

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.8%	2.6%	3.0%	3.1%	3.4%
Industry					
Manufacturing	2.9%	2.9%	3.0%	3.2%	3.3%
Non-Manufacturing	2.9%	1.8%	3.3%	3.4%	4.2%
Non-Profit	2.4%	2.3%	2.5%	2.5%	2.8%
Organizational Size					
1-50	3.0%	n/a	3.3%	3.2%	3.7%
51-200	2.8%	2.8%	2.9%	3.2%	3.6%
201-500	2.8%	2.4%	3.0%	3.2%	3.1%
Over 500	2.5%	2.4%	2.7%	2.6%	2.6%
County					
Cuyahoga	2.7%	2.3%	2.9%	3.1%	3.4%
Lake	2.9%	3.0%	2.9%	3.3%	3.8%
Lorain	3.4%	3.0%	3.3%	3.5%	3.9%
Medina	2.9%	n/a	3.5%	2.9%	3.0%
Portage	2.4%	2.5%	2.6%	3.0%	3.7%
Summit	2.8%	3.8%	3.2%	3.0%	3.1%
Other	3.1%	2.3%	3.1%	3.4%	3.0%

Average projected pay adjustments for 7/1/12 to 7/1/13

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.9%	2.7%	3.1%	3.2%	3.3%
Industry					
Manufacturing	2.9%	2.6%	3.0%	3.1%	3.3%
Non-Manufacturing	3.1%	2.8%	3.4%	3.6%	3.8%
Non-Profit	2.8%	2.9%	2.8%	2.8%	2.8%
Organizational Size					
1-50	2.9%	3.0%	3.3%	3.3%	3.5%
51-200	3.0%	2.6%	3.0%	3.2%	3.3%
201-500	3.0%	2.5%	3.0%	3.3%	3.4%
Over 500	2.7%	2.8%	2.9%	2.9%	2.9%
County					
Cuyahoga	3.0%	2.6%	3.1%	3.2%	3.4%
Lake	2.8%	2.8%	2.9%	3.1%	3.4%
Lorain	3.2%	3.0%	3.3%	3.1%	3.7%
Medina	2.4%	n/a	2.3%	2.9%	3.0%
Portage	2.6%	2.5%	2.8%	2.8%	3.0%
Summit	3.0%	3.0%	3.2%	3.2%	3.0%
Other	3.2%	2.5%	3.3%	3.5%	3.1%

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

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.8%	2.1%	2.7%	2.6%	2.6%
Industry					
Manufacturing	3.1%	2.3%	2.8%	2.8%	2.8%
Non-Manufacturing	2.3%	1.0%	2.2%	2.2%	1.9%
Non-Profit	2.6%	2.1%	2.8%	2.4%	2.9%
Organizational Size					
1-50	2.3%	2.4%	2.7%	2.7%	2.5%
51-200	3.3%	2.1%	2.9%	2.5%	2.6%
201-500	2.2%	1.9%	2.3%	2.3%	2.1%
Over 500	2.9%	2.3%	2.7%	2.7	3.2%
County					
Cuyahoga	2.6%	2.2%	2.9%	2.6%	2.6%
Lake	2.5%	2.4%	2.5%	2.5%	2.0%
Lorain	2.0%	2.0%	2.3%	2.3%	2.3%
Medina	2.8%	n/a	3.0%	3.0%	3.0%
Portage	6.0%	n/a	3.0%	3.0%	3.0%
Summit	2.3%	1.5%	2.3%	2.3%	3.3%
Other	2.5%	2.1%	2.5%	2.5%	2.5%

Average projected formal pay range adjustments for 7/1/12 to 7/1/13

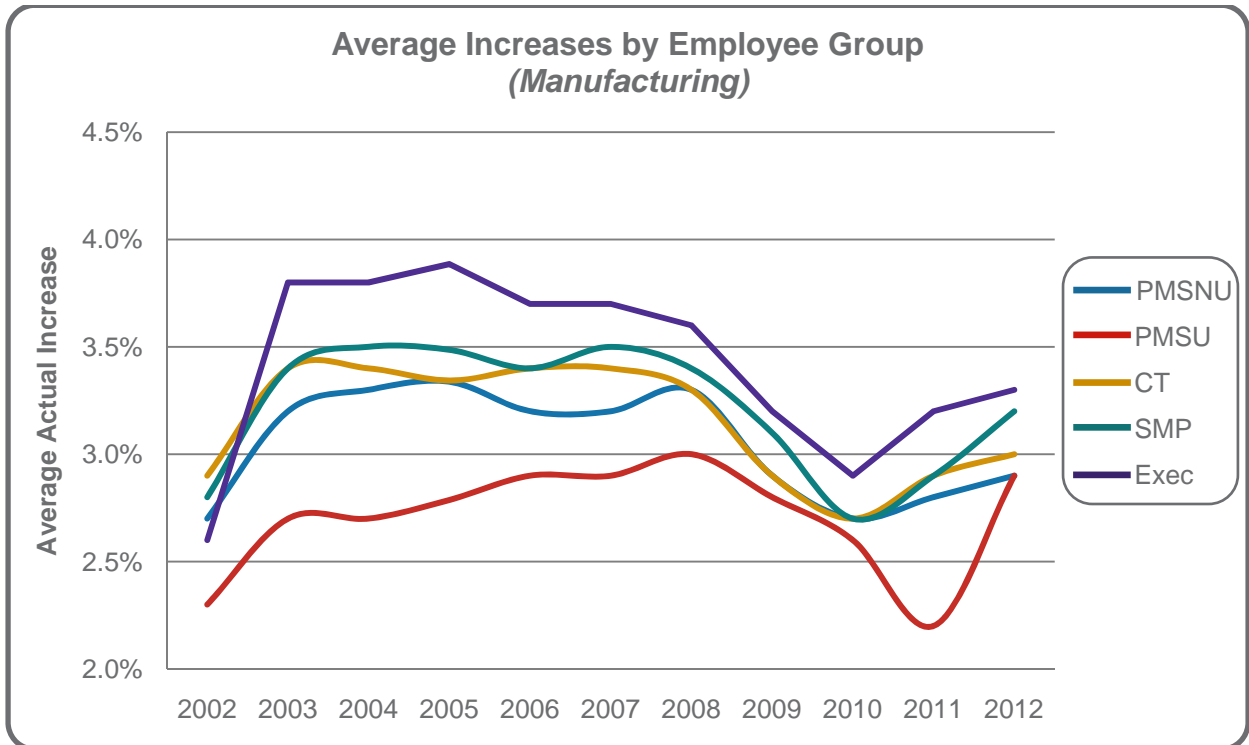
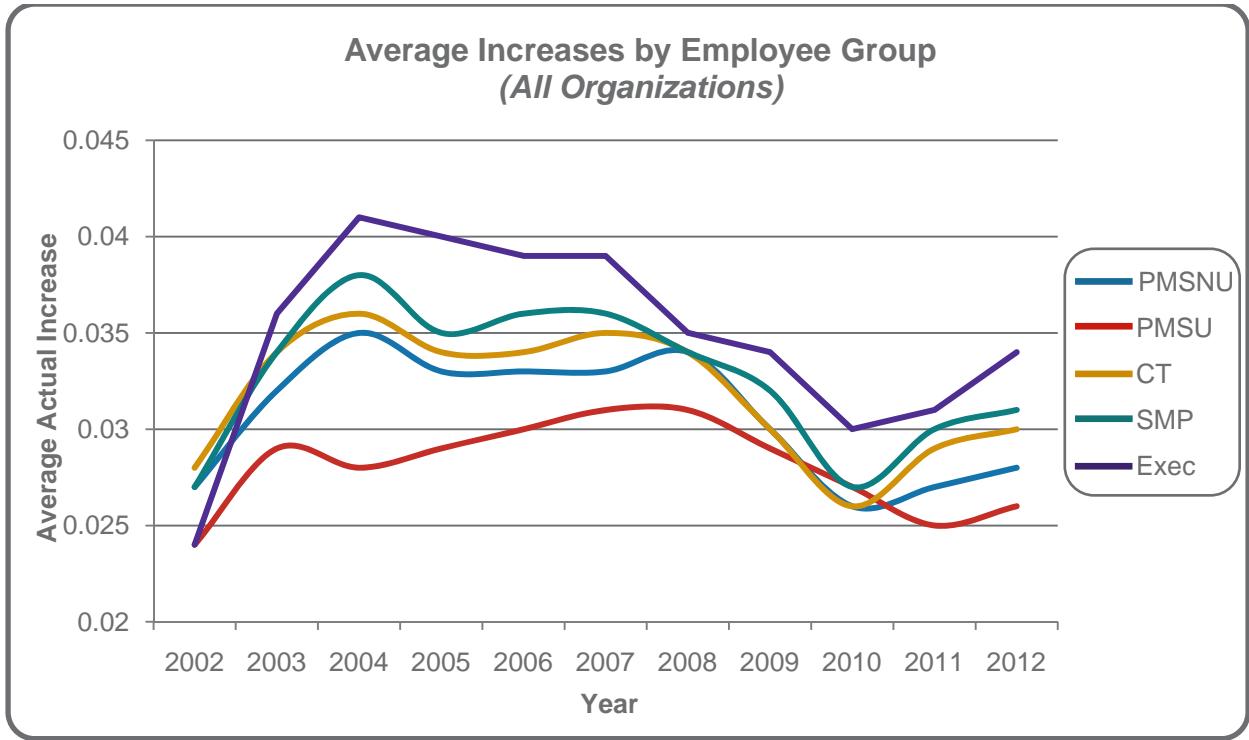
	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	2.7%	2.4%	2.6%	2.6%	2.8%
Industry					
Manufacturing	2.9%	2.8%	2.7%	2.7%	3.0%
Non-Manufacturing	2.8%	n/a	3.0%	3.0%	3.1%
Non-Profit	2.2%	2.0%	2.1%	2.1%	2.3%
Organizational Size					
1-50	3.0%	n/a	3.5%	3.5%	3.8%
51-200	2.7%	2.8%	2.5%	2.5%	2.8%
201-500	2.9%	2.6%	3.0%	3.0%	3.0%
Over 500	2.4%	2.0%	2.0%	2.0%	2.1%
County					
Cuyahoga	2.7%	2.8%	2.9%	2.9%	3.0%
Lake	3.2%	n/a	1.9%	1.9%	1.8%
Lorain	2.5%	2.0%	2.3%	2.3%	2.3%
Medina	2.9%	n/a	3.0%	3.0%	3.0%
Portage	3.0%	n/a	1.8%	1.8%	2.5%
Summit	1.8%	1.7%	2.3%	2.3%	3.5%
Other	2.9%	2.9%	2.9%	2.9%	2.9%

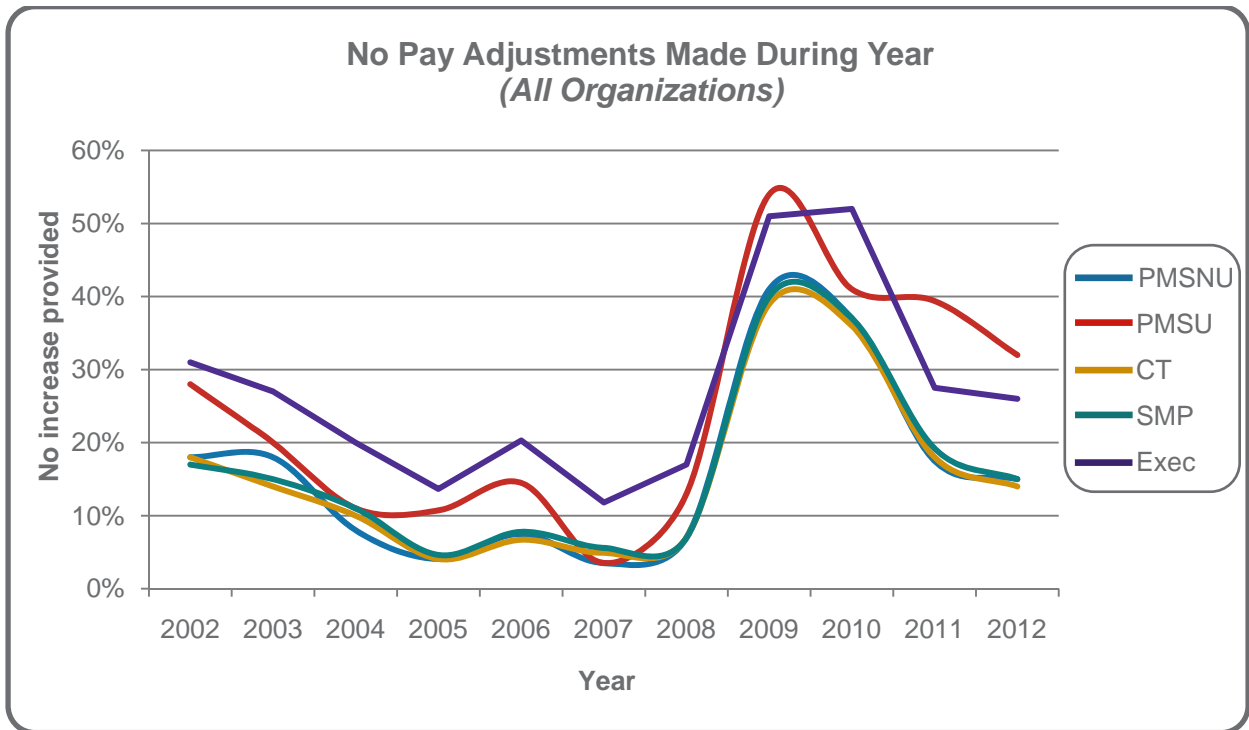
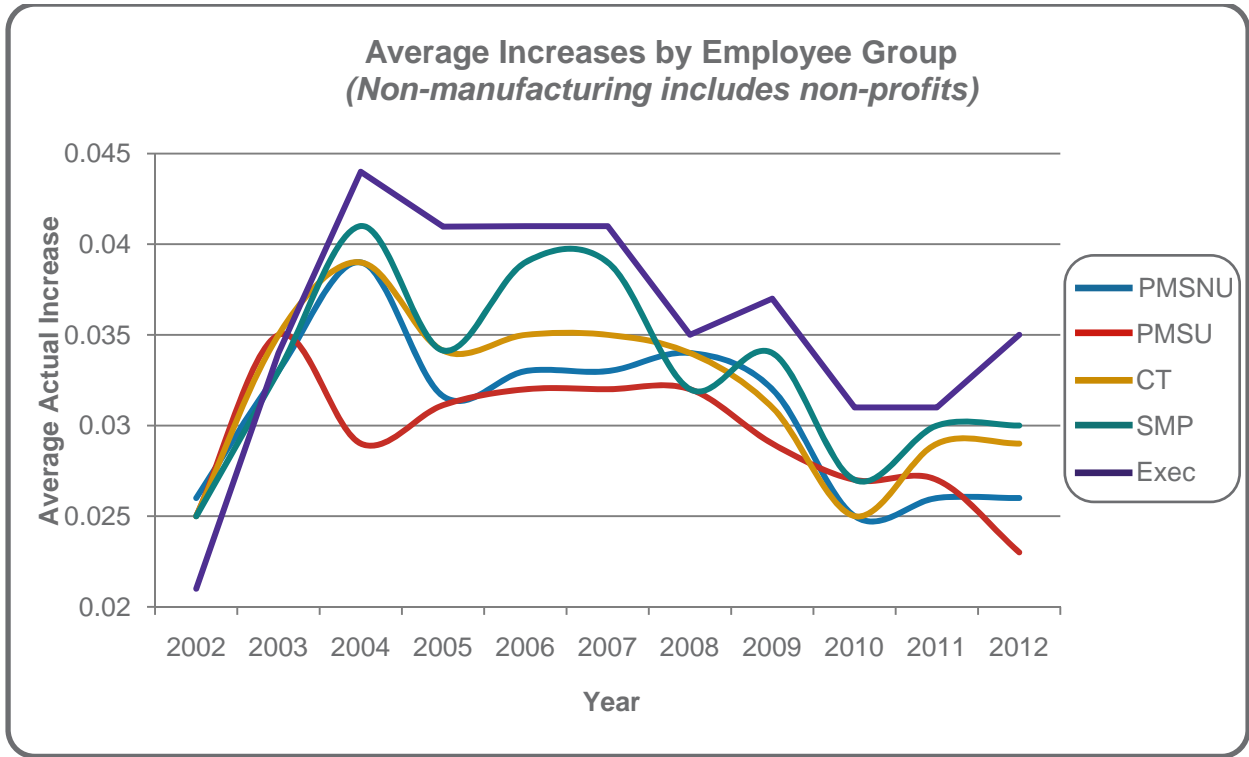
Percentage of organizations that made no pay adjustments for 7/1/11 to 7/1/12

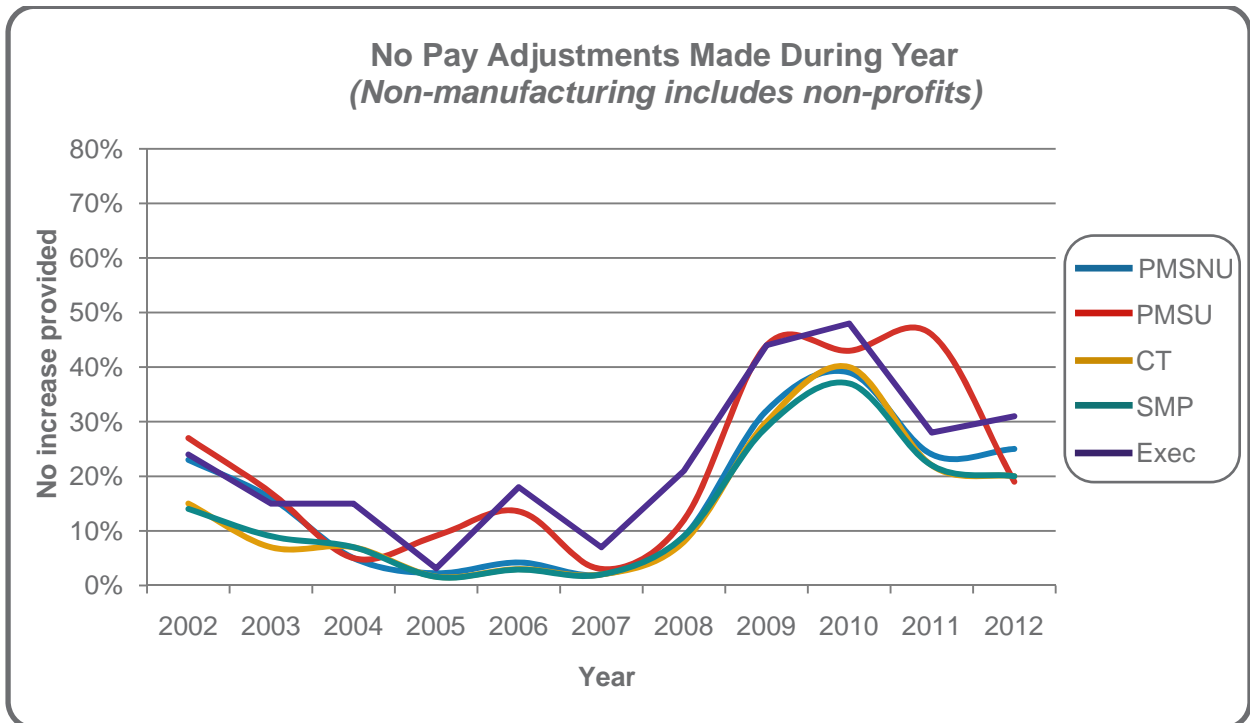
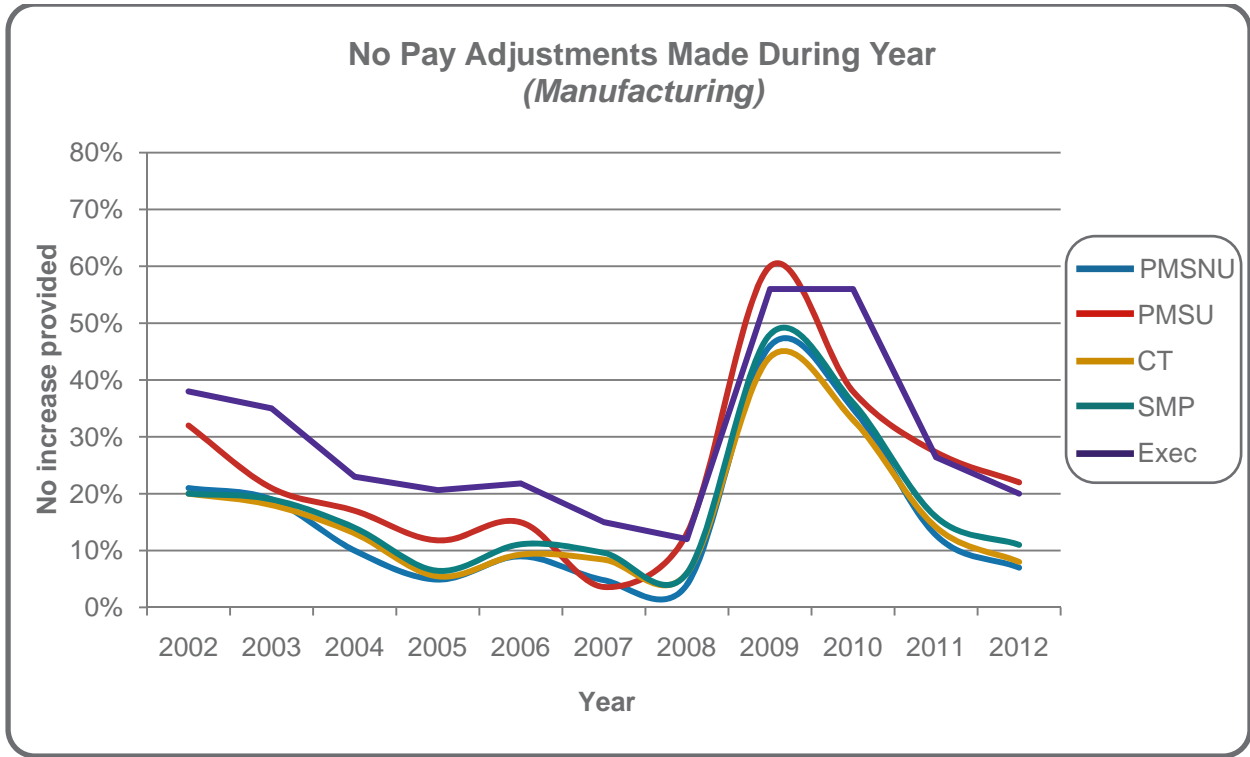
	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	15%	32%	14%	15%	26%
Industry					
Manufacturing	7%	22%	8%	11%	20%
Non-Manufacturing	33%	80%	25%	22%	41%
Non-Profit	14%	14%	14%	16%	18%
Organizational Size					
1-50	29%	100%	23%	23%	37%
51-200	14%	27%	15%	16%	27%
201-500	15%	20%	13%	16%	19%
Over 500	0%	0%	0%	0%	7%
County					
Cuyahoga	16%	31%	13%	14%	26%
Lake	15%	75%	21%	27%	31%
Lorain	0%	0%	0%	14%	17%
Medina	0%	0%	0%	0%	0%
Portage	0%	0%	0%	0%	0%
Summit	12%	20%	14%	13%	21%
Other	36%	38%	33%	33%	42%

Percentage of organizations projecting no pay adjustments for 7/1/12 to 7/1/13

	PMS-NU	PMS-U	CT	SMP	EXEC
All Organizations	10%	27%	10%	10%	18%
Industry					
Manufacturing	2%	9%	3%	4%	8%
Non-Manufacturing	35%	67%	25%	22%	41%
Non-Profit	7%	18%	9%	8%	9%
Organizational Size					
1-50	15%	50%	12%	10%	19%
51-200	11%	32%	11%	12%	20%
201-500	13%	20%	14%	14%	21%
Over 500	0%	0%	0%	0%	0%
County					
Cuyahoga	13%	29%	9%	10%	17%
Lake	0%	50%	13%	13%	21%
Lorain	0%	0%	0%	0%	0%
Medina	0%	0%	0%	0%	0%
Portage	0%	0%	20%	20%	33%
Summit	7%	0%	5%	4%	11%
Other	30%	43%	27%	27%	36%







Respondent Demographics

One-hundred and fifty-four (154) organizations in Northeast Ohio participated in the survey; a breakdown of the industries, sizes and counties they represent is provided below.

	Percent
Industry	
Manufacturing	49%
Non-Manufacturing	30%
Non-Profit	21%
Organizational Size	
1-50	22%
51-200	51%
201-500	16%
Over 500	11%
County	
Cuyahoga	55%
Lake	10%
Lorain	5%
Medina	3%
Portage	3%
Summit	16%
Other	8%

2012-2013 ERC Wage & Salary Adjustment Survey

Conducted by ERC

6700 Beta Drive, Suite 300, Mayfield Village, OH 44143

440/684-9700 | 440/684-9760 (fax)

www.yourERC.com

Be sure to follow us online for the latest survey information from ERC:



www.yourERC.com



[linkedin.com/groups?gid=86241](https://www.linkedin.com/groups?gid=86241)



twitter.com/connectwithERC