

STATE EMPLOYMENT RELATIONS BOARD  
ANNUAL WAGE SETTLEMENT REPORT

Wage Settlement Breakdown (2007 – 2016)

<i>Comparison Group</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>
<i>Statewide</i>	2.98	2.92	2.15	1.26	0.73	1.00	1.47	1.77	2.02	2.18
<i>Regions</i>										
(1) Akron/Canton	2.97	2.87	2.38	1.14	0.57	0.72	1.46	1.76	1.89	2.00
(2) Cincinnati	3.32	3.00	2.10	1.20	0.49	1.14	1.12	1.68	2.05	2.41
(3) Cleveland	3.06	2.88	2.18	1.34	0.68	1.00	1.49	1.49	1.99	2.04
(4) Columbus	2.93	3.16	2.31	1.51	1.12	1.11	1.64	1.88	2.19	2.30
(5) Dayton	2.91	3.00	2.17	1.23	0.68	1.08	1.41	1.97	2.24	2.20
(6) Southeast Ohio	2.87	2.84	2.25	1.23	1.38	1.46	1.90	1.95	2.07	2.49
(7) Toledo	2.97	2.71	2.07	1.16	0.74	0.85	1.39	1.83	1.87	2.30
(8) Warren/Youngstown	2.68	2.70	1.36	0.98	0.46	0.85	1.55	1.70	1.82	1.61
<i>Jurisdiction</i>										
City	3.19	3.18	2.46	1.39	0.93	1.18	1.61	1.92	2.06	2.22
County	2.98	3.16	1.74	0.94	0.72	1.35	1.81	1.98	2.12	2.23
Township	3.40	3.00	2.82	1.99	1.25	1.01	1.50	1.88	1.94	2.24
School District	2.62	2.52	1.71	1.07	0.35	0.54	1.17	1.52	1.93	2.09
<i>Unit Type</i>										
Police	3.22	3.23	2.43	1.39	0.96	1.20	1.66	2.03	2.22	2.36
Fire	3.21	3.33	2.47	1.74	1.23	1.21	1.66	1.86	1.93	2.34
Teacher	2.56	2.55	1.59	0.96	0.34	0.60	1.23	1.56	1.93	2.04
Other	2.98	2.82	2.24	1.22	0.69	1.01	1.45	1.69	1.94	2.03
<i>Contract Year</i>										
First Year	3.03	3.02	2.09	1.04	0.72	0.97	1.46	1.87	2.12	2.29
Second Year	3.01	2.98	2.46	1.77	0.83	1.07	1.48	1.78	2.07	2.14
Third Year	3.10	2.93	2.65	2.12	1.04	1.30	1.58	1.81	2.05	2.17

- Based on Percent Wage Increases negotiated in Collective Bargaining Agreements (CBA).
- The “average” is a compilation of each year of increase in the Collective Bargaining Agreement.
- If it is a 3 year CBA and one year has a wage reopener, it is NOT calculated as a ZERO but left blank.
- Some CBAs may have been a one year Agreement. Years 2 and 3 on the spreadsheet are left blank and not calculated in the total average.
- If a CBA has a monetary wage increase rather than a percent increase, it is not calculated into a percent increase.