

STATE EMPLOYMENT RELATIONS BOARD
ANNUAL WAGE SETTLEMENT REPORT

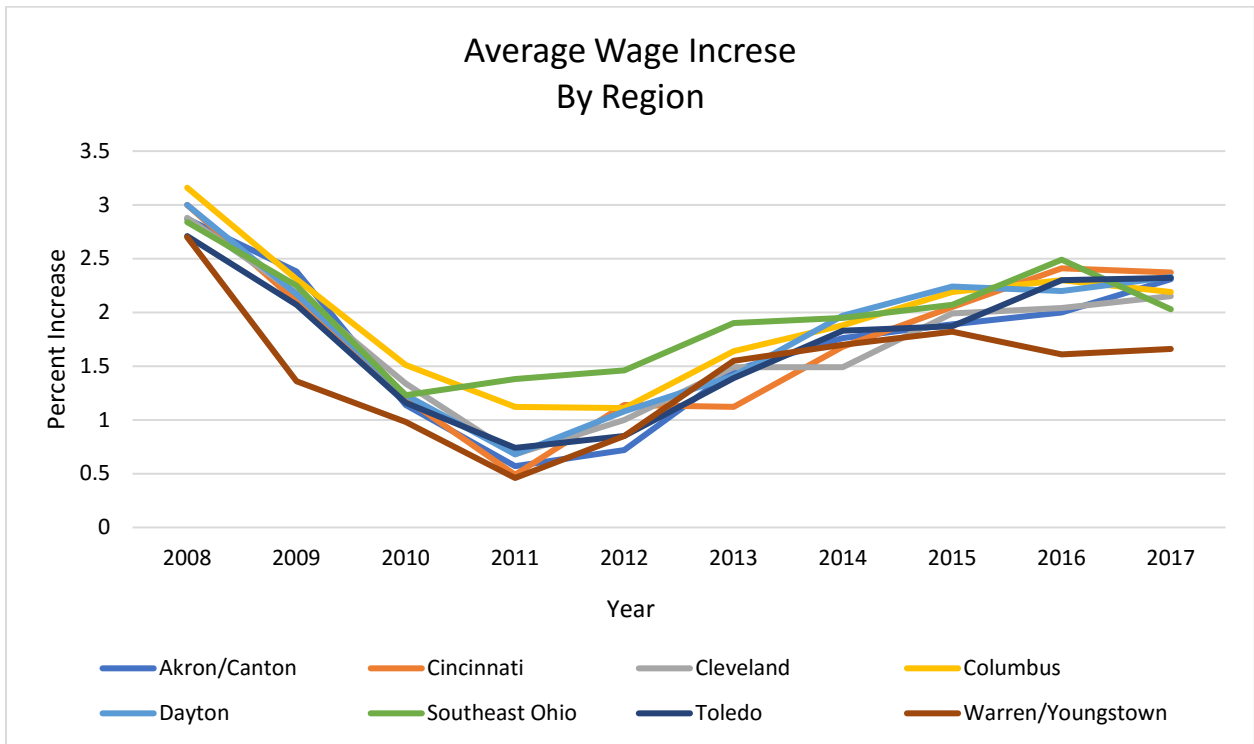
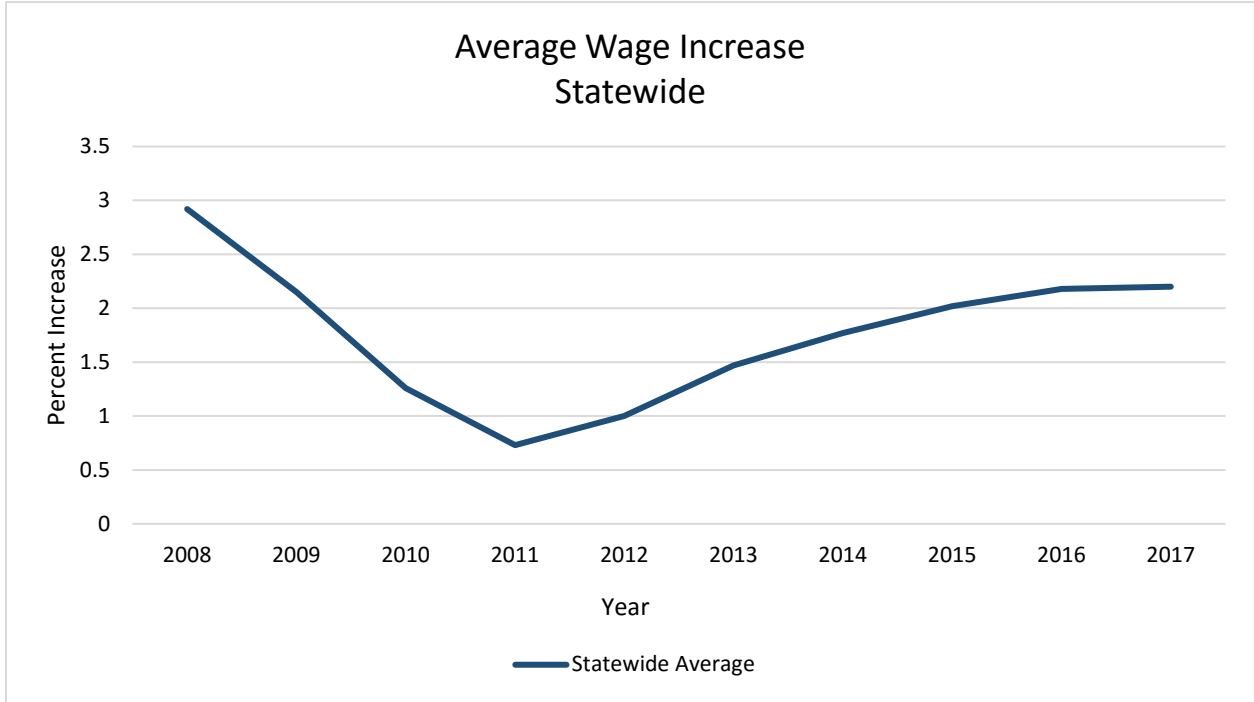
Wage Settlement Breakdown (2008 – 2017)

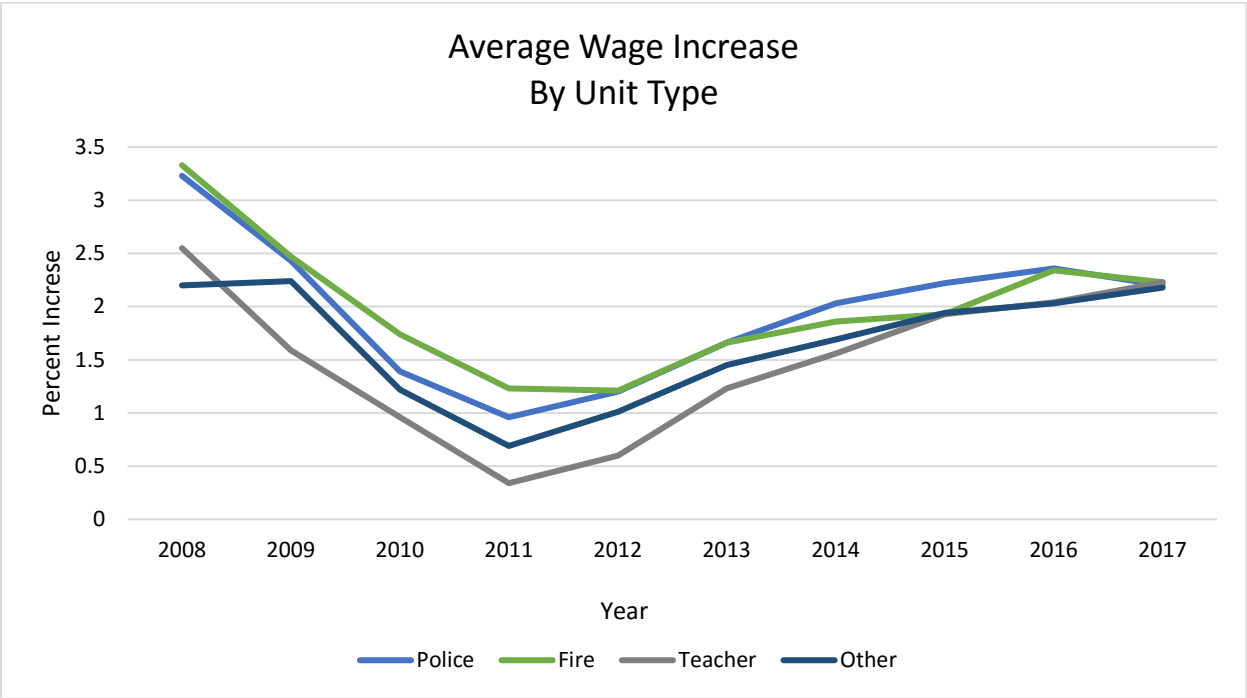
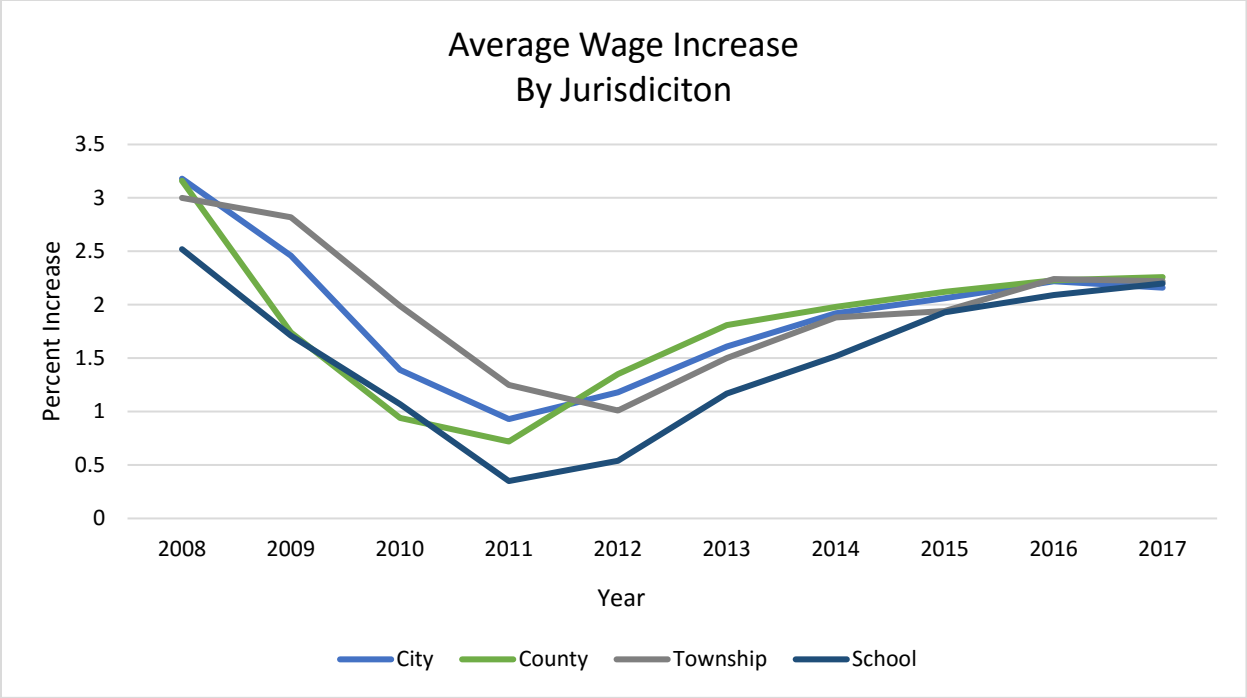
<i>Comparison Group</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>
<i>Statewide</i>	2.92	2.15	1.26	0.73	1.00	1.47	1.77	2.02	2.18	2.20
<i>Regions</i>										
(1) Akron/Canton	2.87	2.38	1.14	0.57	0.72	1.46	1.76	1.89	2.00	2.31
(2) Cincinnati	3.00	2.10	1.20	0.49	1.14	1.12	1.68	2.05	2.41	2.37
(3) Cleveland	2.88	2.18	1.34	0.68	1.00	1.49	1.49	1.99	2.04	2.15
(4) Columbus	3.16	2.31	1.51	1.12	1.11	1.64	1.88	2.19	2.30	2.19
(5) Dayton	3.00	2.17	1.23	0.68	1.08	1.41	1.97	2.24	2.20	2.33
(6) Southeast Ohio	2.84	2.25	1.23	1.38	1.46	1.90	1.95	2.07	2.49	2.03
(7) Toledo	2.71	2.07	1.16	0.74	0.85	1.39	1.83	1.87	2.30	2.32
(8) Warren/Youngstown	2.70	1.36	0.98	0.46	0.85	1.55	1.70	1.82	1.61	1.66
<i>Jurisdiction</i>										
City	3.18	2.46	1.39	0.93	1.18	1.61	1.92	2.06	2.22	2.16
County	3.16	1.74	0.94	0.72	1.35	1.81	1.98	2.12	2.23	2.26
Township	3.00	2.82	1.99	1.25	1.01	1.50	1.88	1.94	2.24	2.22
School District	2.52	1.71	1.07	0.35	0.54	1.17	1.52	1.93	2.09	2.20
<i>Unit Type</i>										
Police	3.23	2.43	1.39	0.96	1.20	1.66	2.03	2.22	2.36	2.20
Fire	3.33	2.47	1.74	1.23	1.21	1.66	1.86	1.93	2.34	2.23
Teacher	2.55	1.59	0.96	0.34	0.60	1.23	1.56	1.93	2.04	2.23
Other	2.82	2.24	1.22	0.69	1.01	1.45	1.69	1.94	2.03	2.18
<i>Contract Year</i>										
First Year	3.02	2.09	1.04	0.72	0.97	1.46	1.87	2.12	2.29	2.31
Second Year	2.98	2.46	1.77	0.83	1.07	1.48	1.78	2.07	2.14	2.17
Third Year	2.93	2.65	2.12	1.04	1.30	1.58	1.81	2.05	2.17	2.20

- 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.

Appendix

Below is a graphical representation of the statistics found on the Annual Wage Settlement Report. There is a graph for each section of the report.





Average Wage Increase
By Contract Year

