

# State Employment Relations Board



2022

## 2022 Wage Settlement Report

For Labor Contracts with a start date between January 1, 2022 – December 31, 2022



## INTRODUCTION

The State Employment Relations Board (SERB) is pleased to present the 2022 Wage Settlement Report. This report looks at the overall wage increase percentage and other monetary incentives negotiated in public-sector labor contracts (collective bargaining agreements) effective in 2022.

## REVISION NOTES

There were minimal changes to the format and layout of this year’s report compared to the previous year.

## REPORT BACKGROUND & METHODS

In its 32nd year, this report aims to inform stakeholders of the latest trends in negotiated wage increases in labor contracts for public sector entities. The goal is to provide statistics that may be useful for both the employer and employee organizations and promote orderly and constructive labor relationships between public employers and their employees. This report includes data extracted from negotiated labor contracts from the following public sector jurisdictions:

| Government   | Schools   | Colleges/Universities  | Special Districts   |
|--|---|--|---|
| <ul style="list-style-type: none"> <li>State</li> <li>Counties</li> <li>Cities</li> <li>Townships</li> </ul> | <ul style="list-style-type: none"> <li>School Districts (City, Local, Exempted Village)</li> <li>Joint Vocational Schools &amp; Career Centers</li> <li>Educational Service Centers (ESCs)</li> </ul> | <ul style="list-style-type: none"> <li>Community Colleges</li> <li>State Colleges</li> <li>State Universities</li> </ul> | <ul style="list-style-type: none"> <li>Fire Districts</li> <li>Metro Housing Authorities</li> <li>Port Authorities</li> <li>Regional Transit Authorities</li> </ul> |

## REPORT SUMMARY

This year’s report includes data extracted from 1,045 negotiated labor contracts with a start date between January 1, 2022, and December 31, 2022.

- There were 951 out of 1,045 (91%) labor contracts with a wage increase percentage during the contract duration. The statewide average increase was 3.00% in year 1 (2022), 2.72% in year 2 (2023), and 2.66% in year 3 (2024). (Table 1)
- The statewide average wage increase percentage for the duration of the contracts was 2.79%. This is an average of all wage increase percentages during each contract term, including years 1, 2, and 3, if available. The statewide average wage increase is .46% more than what was reported in last year’s report (Table 2).
- There were 216 out of 1,045 (20.7%) labor contracts with one or more lump sums that took effect during the duration of the contract. The statewide average lump sum was \$1,205 in year 1 (2022), \$1,052 in year 2 (2023), and \$1,039 in year 3 (2024). (Table 3). A lump sum is a one-time dollar amount that is not added to the base wage scale.
- There were 97 out of 1,045 (9.3%) labor contracts that included a “cents per hour” increase that went into effect during the contracts’ duration. A further breakdown of these stats is not included elsewhere in this report due to the low quantity reported.

| Negotiated Cents per Hour Increases |        |        |         |       |
|-------------------------------------|--------|--------|---------|-------|
| Year                                | Min    | Max    | Average | Count |
| Year 1 (2022)                       | \$0.25 | \$2.87 | \$1.00  | 91    |
| Year 2 (2023)                       | \$0.12 | \$2.00 | \$0.89  | 59    |
| Year 3 (2024)                       | \$0.25 | \$2.00 | \$0.67  | 54    |

## AVERAGE NEGOTIATED WAGE INCREASE PERCENTAGE

Table 1 displays the average across-the-board wage increase percentage negotiated in labor contracts that went into effect in the calendar year 2022. The wage increases were grouped by effective date and filtered by each comparison group below. Instances with no wage increase or monetary incentive issued during a calendar year were recorded as a zero percent wage increase.

**Table 1**

| Average Negotiated Wage Increase Percentage (%)<br>By Calendar Year  |         |     |         |     |         |     |
|--|---------|-----|---------|-----|---------|-----|
| Comparison Group   | 2022    |     | 2023    |     | 2024    |     |
|  | Average | #   | Average | #   | Average | #   |
| Statewide  | 3.00%   | 824 | 2.72%   | 900 | 2.66%   | 821 |
| <b>Region</b>  |         |     |         |     |         |     |
| (1) Akron/Canton   | 3.21%   | 134 | 2.70%   | 150 | 2.66%   | 144 |
| (2) Cincinnati   | 3.06%   | 85  | 2.84%   | 96  | 2.68%   | 89  |
| (3) Cleveland  | 2.66%   | 181 | 2.57%   | 190 | 2.51%   | 170 |
| (4) Columbus   | 3.22%   | 122 | 2.85%   | 135 | 2.90%   | 119 |
| (5) Dayton   | 3.11%   | 98  | 2.89%   | 111 | 2.75%   | 102 |
| (6) Southeast Ohio   | 3.28%   | 40  | 2.50%   | 41  | 2.32%   | 39  |
| (7) Toledo   | 3.10%   | 99  | 2.79%   | 107 | 2.70%   | 96  |
| (8) Warren/Youngstown  | 2.58%   | 65  | 2.55%   | 70  | 2.56%   | 62  |
| <b>Jurisdiction</b>  |         |     |         |     |         |     |
| City   | 3.08%   | 278 | 2.91%   | 302 | 2.77%   | 288 |
| County   | 3.33%   | 115 | 2.86%   | 139 | 2.70%   | 130 |
| Township   | 3.50%   | 53  | 2.92%   | 67  | 2.82%   | 63  |
| School District  | 2.67%   | 332 | 2.44%   | 339 | 2.45%   | 290 |
| Other  | 3.55%   | 46  | 2.92%   | 53  | 2.90%   | 50  |
| <b>Unit Type</b>   |         |     |         |     |         |     |
| Police (Safety/Security)   | 3.21%   | 214 | 3.06%   | 253 | 2.86%   | 239 |
| Fire   | 3.40%   | 74  | 2.88%   | 85  | 2.79%   | 81  |
| Teacher (BOE)  | 2.70%   | 220 | 2.48%   | 211 | 2.51%   | 178 |
| Non-Teaching (BOE)   | 2.62%   | 126 | 2.38%   | 141 | 2.38%   | 124 |
| Blue-Collar  | 3.14%   | 77  | 2.74%   | 88  | 2.66%   | 85  |
| Other  | 3.28%   | 113 | 2.73%   | 122 | 2.66%   | 114 |
| #: Number of Contracts.<br>Note: A description of each comparison group is on page 9.<br>Note: 951 out of 1,045 (91%) filed contracts contained a percent increase.<br>Note: Contracts Statewide with 0% increase: 2022 = 15; 2023 = 14; 2024 = 5. |         |     |         |     |         |     |

The following four charts are visual representations of data found in Table 1.

Chart 1 compares the average wage increase percentage for all contracts that began in the calendar year 2022 by years 1, 2, and 3 of the contracts (if available). Please note that contract duration, wage reopeners, and other factors decrease the volume of available contracts when calculating the averages for years two and three of the contract.

**Chart 1**

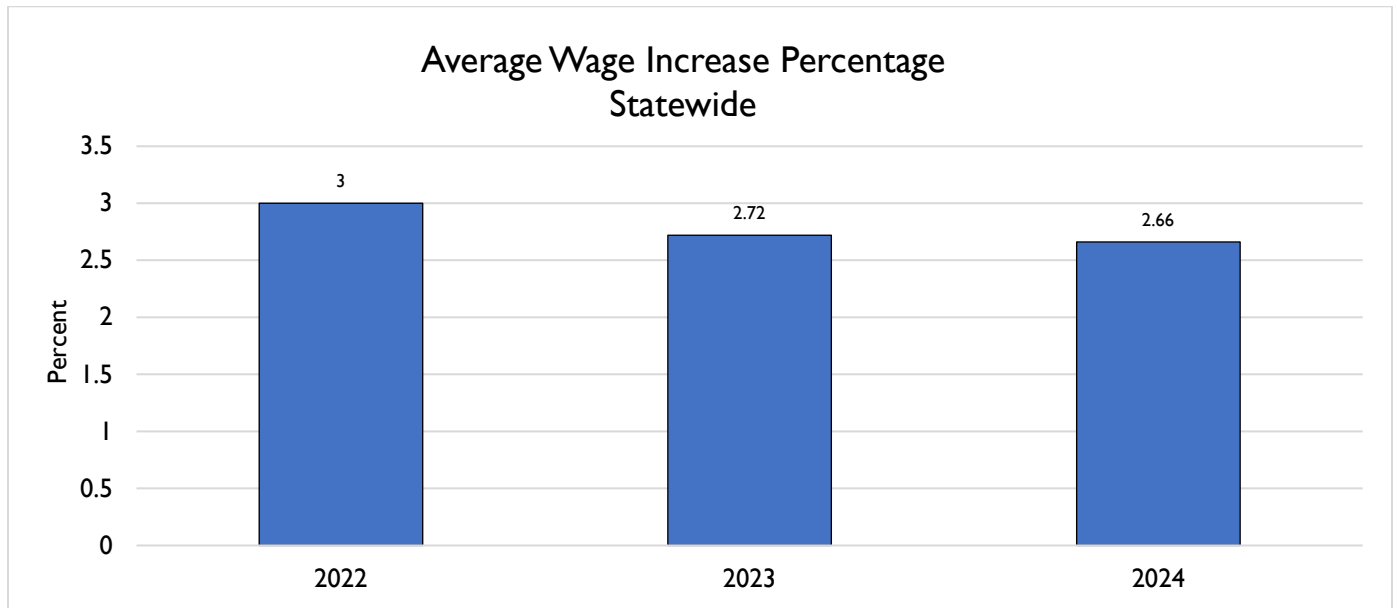


Chart 2 is a visual representation of the region section of the data found in Table 1. Each region consists of several geographically proximate counties. A list of the counties included in each region is on page 9.

**Chart 2**

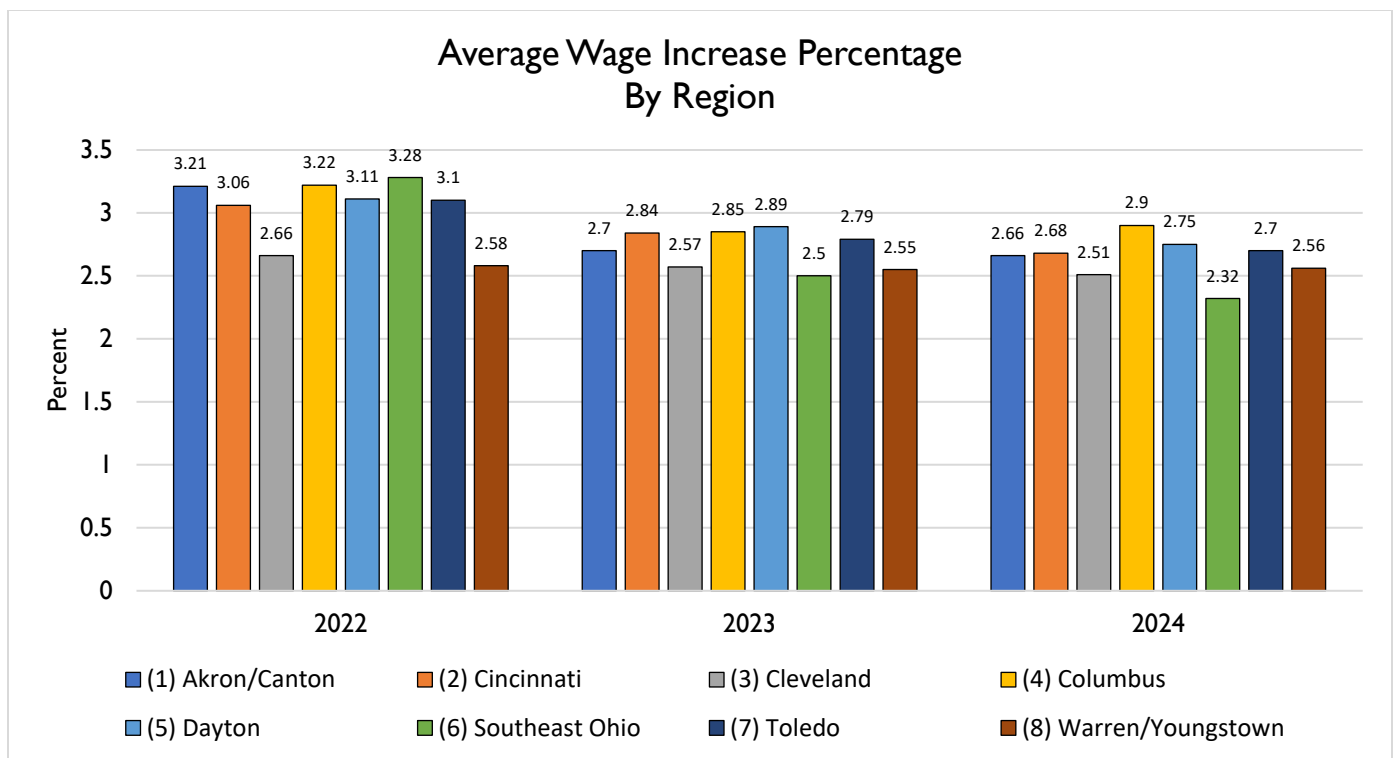


Chart 3 is a visual representation of the jurisdiction section of the data found in Table 1. A detailed list of the employer types included in each group is on page 9.

**Chart 3**

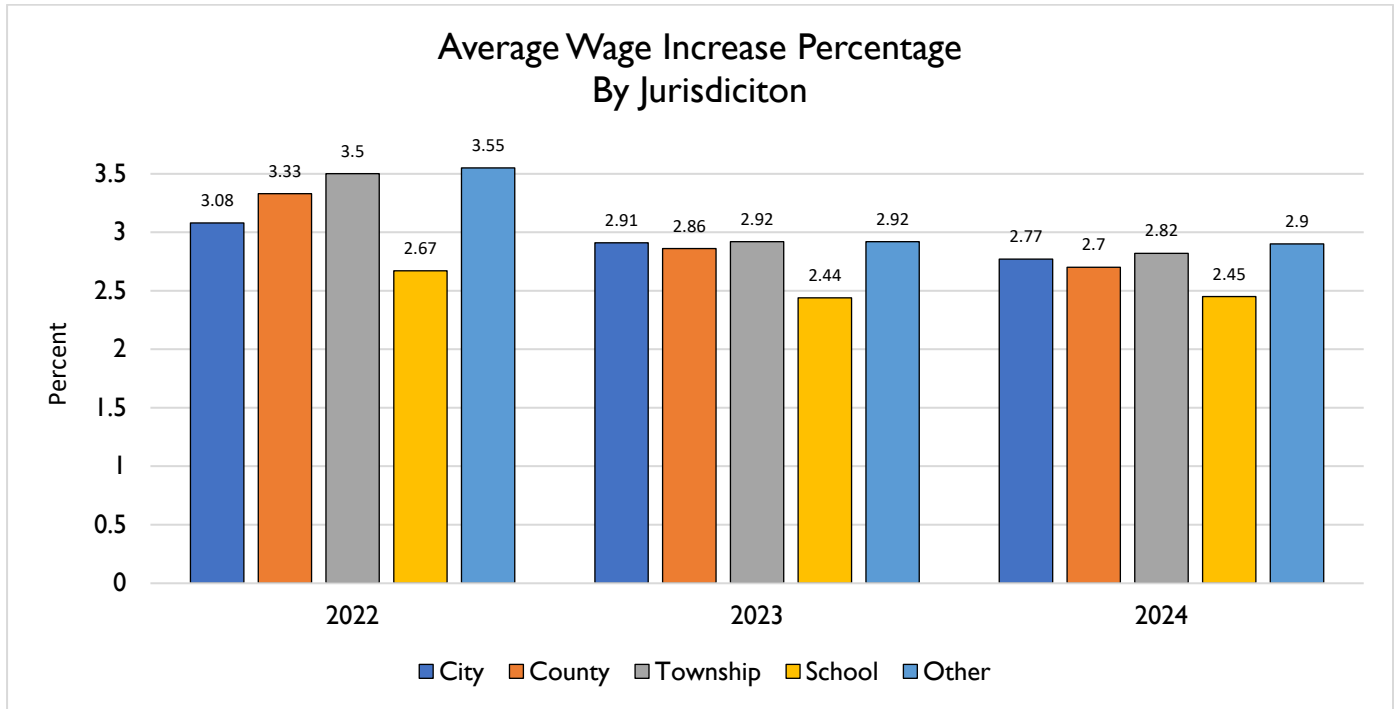
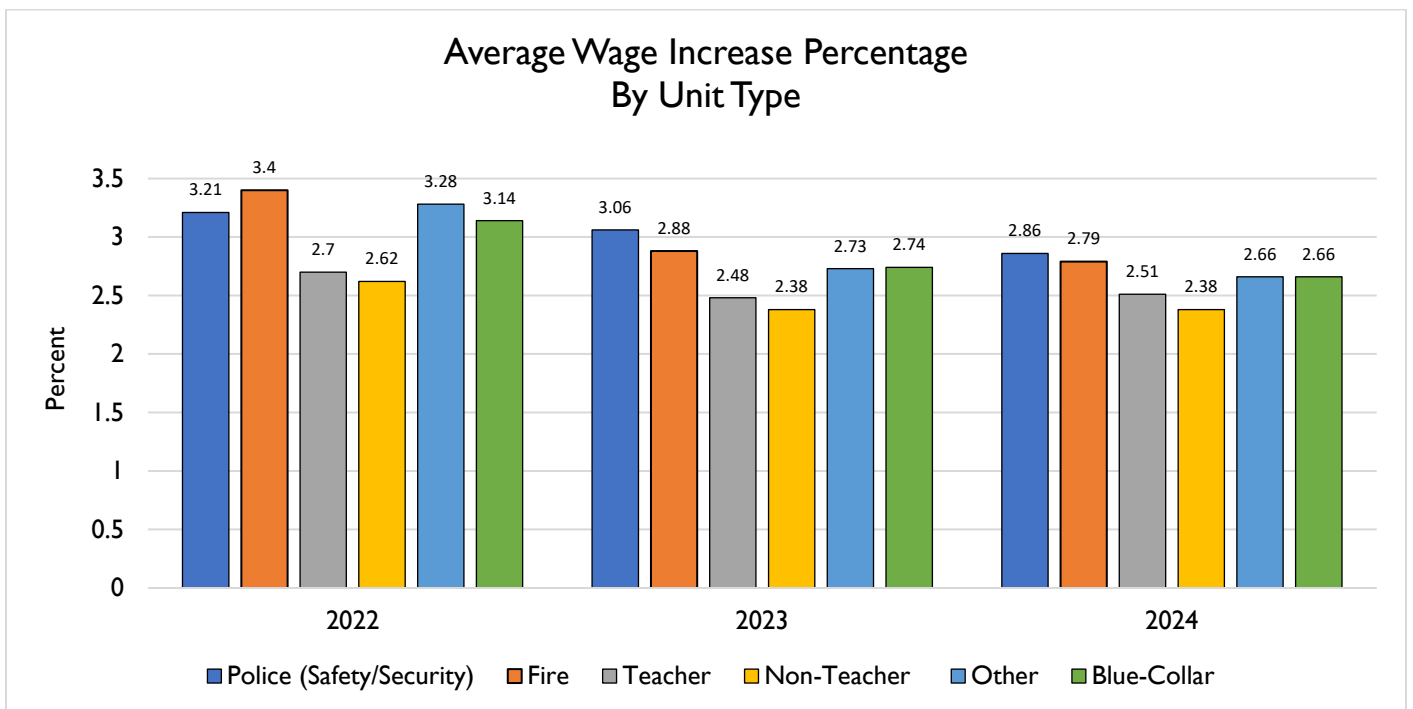


Chart 4 is a visual representation of the unit type section of the data found in Table 1. A detailed list of the bargaining unit types included in each group is on page 9.

**Chart 4**



## AVERAGE WAGE INCREASE 10-YEAR TREND

Table 2 displays the average wage increase percentage negotiated in labor agreements for the past ten years. This percentage includes all the percent wage increases that went into effect during the contract duration, including years one, two, and three (if available). If a wage reopener, lump sum, or hourly increase is mentioned in the agreement, those are excluded from this table.

Table 2

| Average Negotiated Wage Increase Percentage (%)<br>Over The Entire Duration of The Contract   |       |       |       |       |       |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Comparison Group  | 2013  | 2014  | 2015  | 2016  | 2017  | 2018  | 2019  | 2020  | 2021  | 2022  |
| Statewide   | 1.47% | 1.77% | 2.02% | 2.18% | 2.20% | 2.31% | 2.31% | 2.26% | 2.33% | 2.79% |
| <b>Region</b>   |       |       |       |       |       |       |       |       |       |       |
| (1) Akron/Canton  | 1.46% | 1.76% | 1.89% | 2.00% | 2.31% | 2.24% | 2.26% | 2.28% | 2.25% | 2.85% |
| (2) Cincinnati  | 1.12% | 1.68% | 2.05% | 2.41% | 2.37% | 2.63% | 2.42% | 2.47% | 2.41% | 2.86% |
| (3) Cleveland   | 1.49% | 1.49% | 1.99% | 2.04% | 2.15% | 2.04% | 2.07% | 2.11% | 2.15% | 2.59% |
| (4) Columbus  | 1.64% | 1.88% | 2.19% | 2.30% | 2.19% | 2.63% | 2.60% | 2.49% | 2.65% | 2.97% |
| (5) Dayton  | 1.41% | 1.97% | 2.24% | 2.20% | 2.33% | 2.29% | 2.55% | 2.38% | 2.33% | 2.92% |
| (6) Southeast Ohio  | 1.90% | 1.95% | 2.07% | 2.49% | 2.03% | 2.39% | 2.18% | 2.36% | 2.61% | 2.70% |
| (7) Toledo  | 1.39% | 1.83% | 1.87% | 2.30% | 2.32% | 2.29% | 2.25% | 2.14% | 2.27% | 2.87% |
| (8) Warren/Youngstown   | 1.55% | 1.70% | 1.82% | 1.61% | 1.66% | 2.15% | 2.16% | 1.91% | 1.95% | 2.56% |
| <b>Jurisdiction</b>   |       |       |       |       |       |       |       |       |       |       |
| City  | 1.61% | 1.92% | 2.06% | 2.22% | 2.16% | 2.30% | 2.44% | 2.47% | 2.35% | 2.92% |
| County  | 1.81% | 1.98% | 2.12% | 2.23% | 2.26% | 2.33% | 2.43% | 2.19% | 2.37% | 2.95% |
| Township  | 1.50% | 1.88% | 1.94% | 2.24% | 2.22% | 2.65% | 2.34% | 2.56% | 2.63% | 3.05% |
| School District   | 1.17% | 1.52% | 1.93% | 2.09% | 2.20% | 2.21% | 2.17% | 1.88% | 2.23% | 2.52% |
| Other   |       |       |       |       |       |       | 2.11% | 2.43% | 2.54% | 3.10% |
| <b>Unit Type</b>  |       |       |       |       |       |       |       |       |       |       |
| Police (Safety/Security)  | 1.66% | 2.03% | 2.22% | 2.36% | 2.20% | 2.50% | 2.51% | 2.44% | 2.51% | 3.04% |
| Fire  | 1.66% | 1.86% | 1.93% | 2.34% | 2.23% | 2.32% | 2.41% | 2.62% | 2.51% | 3.01% |
| Teacher (BOE)   | 1.23% | 1.56% | 1.93% | 2.04% | 2.23% | 2.30% | 2.17% | 1.83% | 2.24% | 2.57% |
| Non-Teaching (BOE)  |       |       |       |       |       |       | 2.16% | 1.99% | 2.21% | 2.46% |
| Blue-Collar   |       |       |       |       |       |       | 2.26% | 2.28% | 2.29% | 2.84% |
| Other   | 1.45% | 1.69% | 1.94% | 2.03% | 2.18% | 2.17% | 2.26% | 2.26% | 2.25% | 2.89% |
| Contracts Reported  | 693   | 706   | 712   | 496   | 626   | 643   | 811   | 746   | 954   | 943   |
| Note: The Jurisdiction "Other" category was added in 2019; therefore, previous reports omitted this information.<br>Note: The Unit Type "Non-Teaching" and "Blue-Collar" categories were added in 2019. This data was included in the "Other" category in previous reports. |       |       |       |       |       |       |       |       |       |       |

The following four charts are visual representations of data found in Table 2.

Chart 5 displays the historical trend of the statewide average wage increase percentages in Table 2 over the last ten years. These averages include years 1, 2, and 3 of each contract (if available).

**Chart 5**

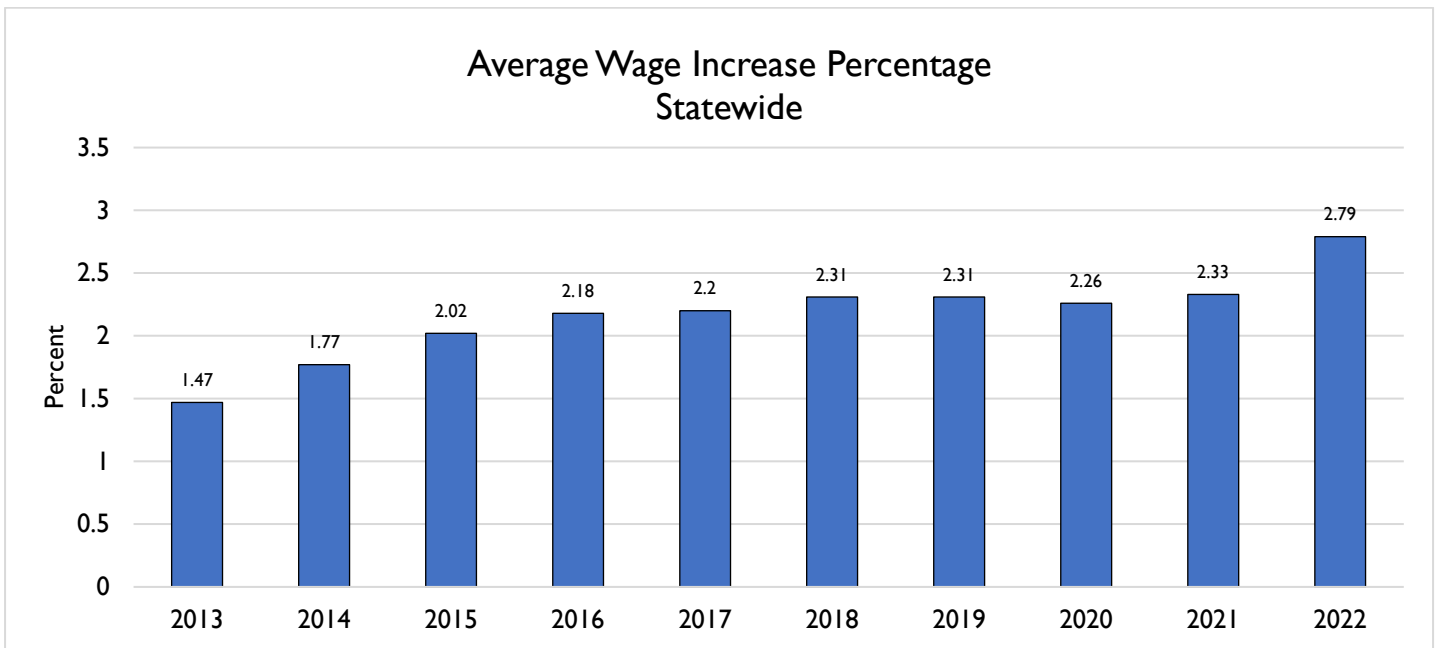


Chart 6 is a visual representation of the region section of the data found in Table 2. Each region consists of several nearby counties. A list of the counties included in each region is on page 9.

**Chart 6**

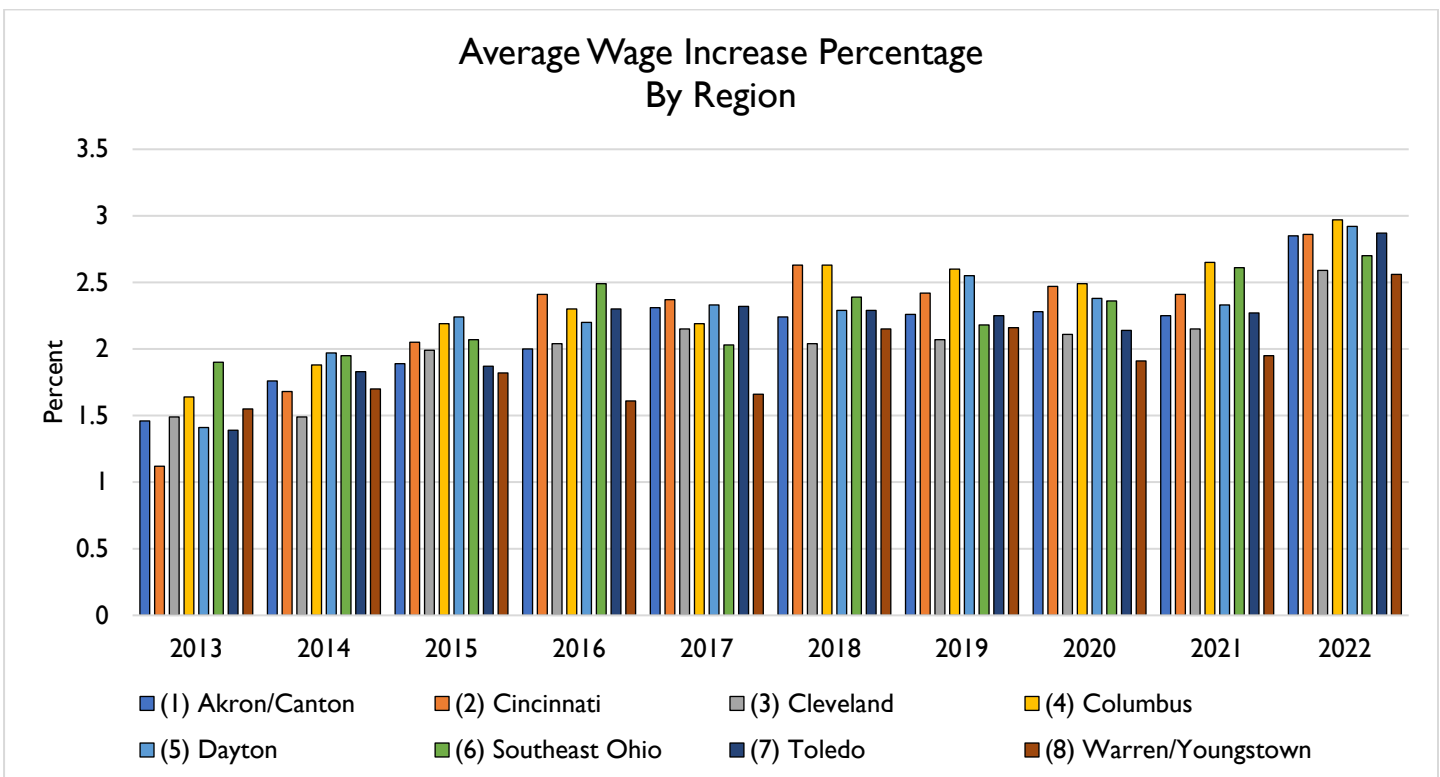


Chart 7 is a visual representation of the jurisdiction section of the data found in Table 2. A detailed list of the employer types included in each group is on page 9.

**Chart 7**

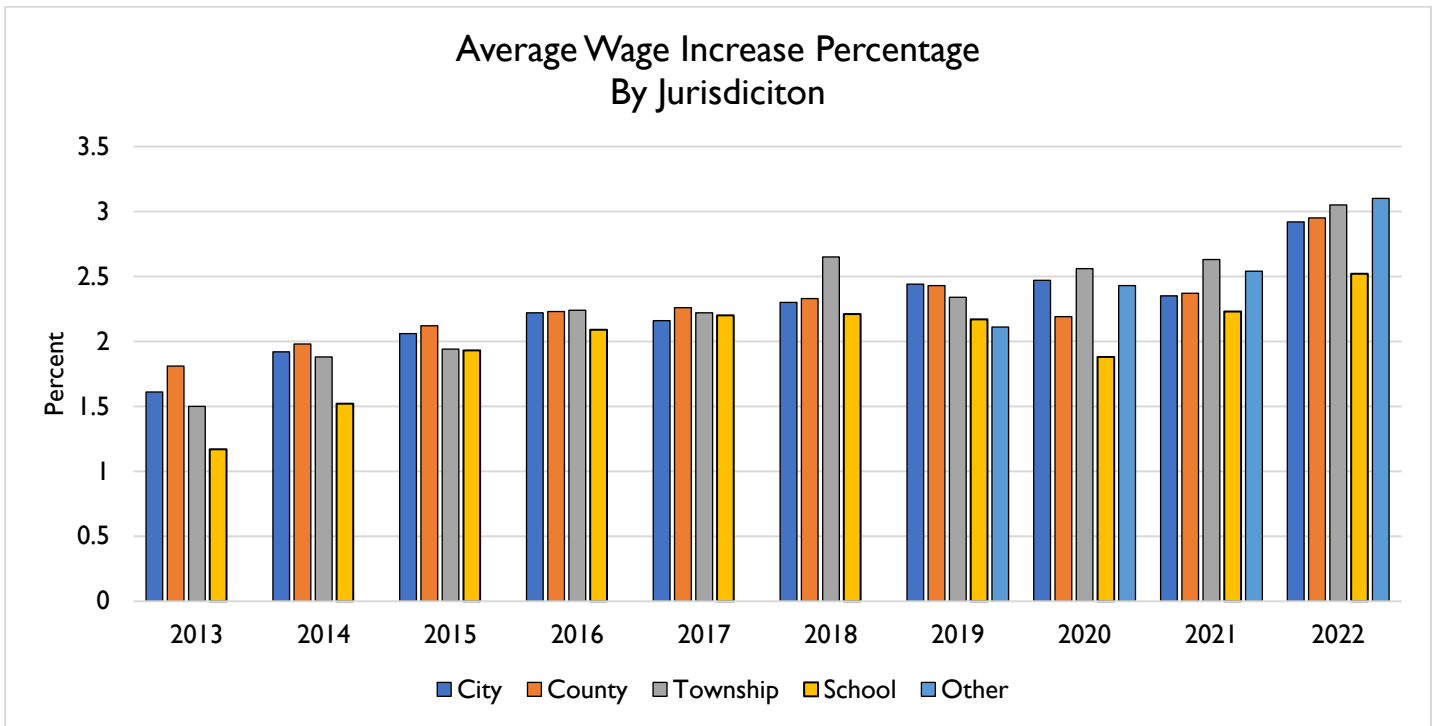
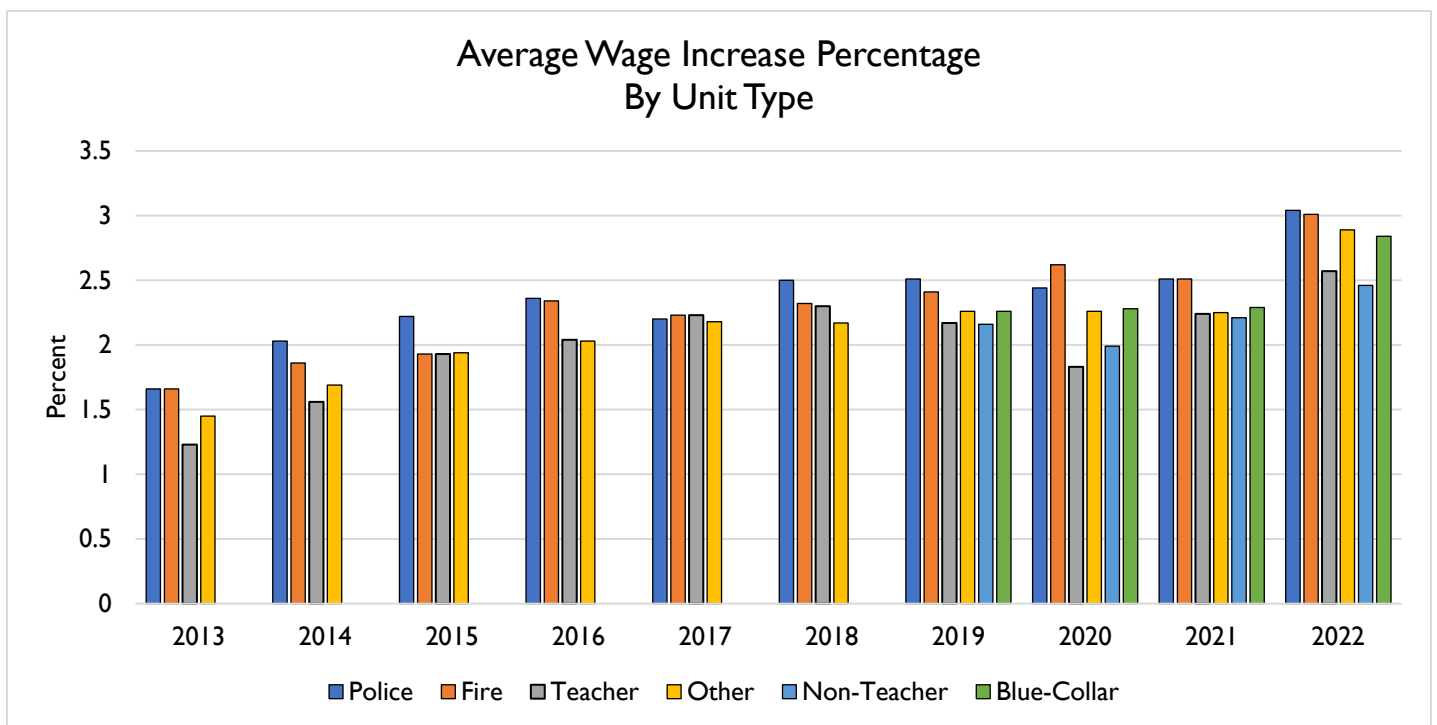


Chart 8 is a visual representation of the unit type section of the data found in Table 2. A detailed list of the bargaining unit types included in each group is on page 9.

**Chart 8**





## LUMP SUM WAGE INCREASES

Table 3 displays the average lump sum negotiated in labor contracts that went into effect in 2022. A lump sum is a one-time dollar amount that is not added to the wage scale. In many cases, this is a signing bonus.

**Table 3**

| Average One-Time Lump Sum (\$)   |       |         |         |     |         |         |         |    |         |         |         |    |
|--|-------|---------|---------|-----|---------|---------|---------|----|---------|---------|---------|----|
| By Contract Year   |       |         |         |     |         |         |         |    |         |         |         |    |
| Comparison Group   | 2022  |         |         |     | 2023    |         |         |    | 2024    |         |         |    |
|  | Min   | Max     | Average | #   | Min     | Max     | Average | #  | Min     | Max     | Average | #  |
| Statewide  | \$200 | \$6,750 | \$1,205 | 208 | \$100   | \$6,750 | \$1,052 | 73 | \$200   | \$6,750 | \$1,039 | 42 |
| <b>Jurisdiction</b>  |       |         |         |     |         |         |         |    |         |         |         |    |
| City   | \$250 | \$3,500 | \$1,259 | 54  | \$500   | \$2,500 | \$1,080 | 21 | \$500   | \$2,000 | \$1,019 | 12 |
| County   | \$200 | \$5,000 | \$1,103 | 36  | \$1,000 | \$1,500 | \$1,139 | 9  | \$1,000 | \$1,000 | \$1,000 | 2  |
| Township   | \$250 | \$2,250 | \$1,064 | 11  | \$100   | \$1,000 | \$625   | 4  | \$400   | \$2,000 | \$1,467 | 3  |
| School District  | \$200 | \$6,750 | \$1,245 | 96  | \$200   | \$6,750 | \$1,078 | 36 | \$200   | \$6,750 | \$1,028 | 23 |
| Other  | \$200 | \$2,500 | \$1,059 | 11  | \$350   | \$1,200 | \$850   | 3  | \$350   | \$1,000 | \$675   | 2  |
| <b>Unit Type</b>   |       |         |         |     |         |         |         |    |         |         |         |    |
| Police (Safety)  | \$250 | \$3,500 | \$1,254 | 47  | \$100   | \$2,500 | \$1,089 | 19 | \$500   | \$2,000 | \$1,250 | 10 |
| Fire   | \$250 | \$3,500 | \$1,453 | 9   | \$600   | \$1,750 | \$1,116 | 5  | \$730   | \$1,000 | \$910   | 3  |
| Teacher (BOE)  | \$200 | \$6,750 | \$1,564 | 46  | \$250   | \$6,750 | \$1,639 | 16 | \$500   | \$6,750 | \$1,703 | 9  |
| Non-Teacher (BOE)  | \$200 | \$4,500 | \$937   | 53  | \$200   | \$1,750 | \$629   | 20 | \$200   | \$1,500 | \$595   | 14 |
| Blue-Collar  | \$250 | \$2,500 | \$1,106 | 16  | \$400   | \$1,200 | \$900   | 4  | \$400   | \$1,000 | \$700   | 2  |
| Other  | \$200 | \$5,000 | \$1,060 | 37  | \$350   | \$1,500 | \$900   | 9  | \$350   | \$1,000 | \$838   | 4  |
| #: Number of Contracts   |       |         |         |     |         |         |         |    |         |         |         |    |
| Note: 216 out of 1,045 (20.7%) total labor contracts filed in 2022 contained at least one lump sum.                  |       |         |         |     |         |         |         |    |         |         |         |    |
| Note: 192 out of 216 contracts (88.9%) with a lump sum contained both a lump sum and a percent or monetary increase. |       |         |         |     |         |         |         |    |         |         |         |    |

## WAGE REOPENERS

There were 48 contracts containing at least one wage reopener. There were 15 wage reopeners in year 2 and 47 in year 3. A wage reopener is an agreement between the employer and the union during contract negotiations stating that the parties agree to continue negotiations on wages in the future.

## SERB REGIONS

Each region consists of several nearby counties. The county groupings, initially developed by SERB's Bureau of Mediation to develop fact finder and conciliation panels, are as follows:

**1 – Akron/Canton:** Ashland, Carroll, Coshocton, Harrison, Holmes, Medina, Portage, Stark, Summit, Tuscarawas, and Wayne.

**2 – Cincinnati:** Adams, Brown, Butler, Clermont, Clinton, Hamilton, Highland, and Warren.

**3 – Cleveland:** Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, and Lorain.

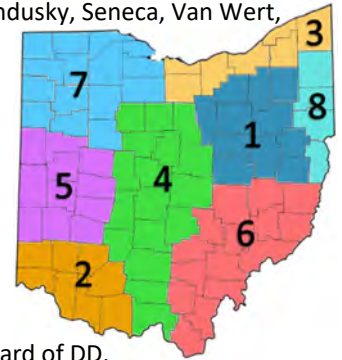
**4 – Columbus:** Crawford, Delaware, Fairfield, Fayette, Franklin, Knox, Licking, Madison, Marion, Morrow, Pickaway, Pike, Richland, Ross, Scioto, Union, and Wyandot.

**5 – Dayton:** Auglaize, Champaign, Clark, Darke, Greene, Logan, Mercer, Miami, Montgomery, Preble, and Shelby.

**6 – Southeast Ohio:** Athens, Belmont, Gallia, Guernsey, Hocking, Jackson, Lawrence, Meigs, Monroe, Morgan, Muskingum, Noble, Perry, Vinton, and Washington.

**7 – Toledo:** Allen, Defiance, Fulton, Hancock, Hardin, Henry, Lucas, Ottawa, Paulding, Putnam, Sandusky, Seneca, Van Wert, Williams, and Wood.

**8 – Warren/Youngstown:** Columbiana, Jefferson, Mahoning, and Trumbull.



## JURISDICTION

Employers are grouped according to the political subdivision.

**City** – This includes municipalities in Ohio with 5,000 or more in population.

**County** – This includes all county-level employers. Examples include County Commissioners, Job and Family Services, Auditor, Recorder, Treasurer, Sheriff, Corrections, Mental Health, and Board of DD.

**Township** – This includes townships in Ohio with 5,000 or more in population.

**School District** – This includes City, Local, and Exempted School Districts, Joint Vocational/Career and Technical Schools, and County Educational Service Centers.

**Other** – This includes all other jurisdictions. Examples include State of Ohio departments and agencies, libraries, regional transit authorities, port authorities, metro housing authorities, fire districts, park districts, water and sewer districts, and colleges/universities.

## UNIT TYPE

Below is a list of bargaining units included in each category.

**Police (Safety/Security)** – This includes bargaining units containing uniformed police officers, sergeants, lieutenants, captains across all jurisdictions, county sheriff deputies, corrections officers, security guards, and park rangers. It also includes safety dispatchers and E911 dispatchers.

**Fire** – This includes all fire suppression or fire prevention (firefighter) bargaining units.

**Teacher (BOE)** – This unit type includes teaching and teaching mixed (teaching and non-teaching) bargaining units in public school districts, educational service centers, and joint vocational schools.

**Non-Teaching (BOE)** – This unit type includes non-teaching bargaining units in public school districts, educational service centers, and joint vocational schools.

**Blue-Collar** – This unit type includes bargaining units comprised of individuals who perform skilled or unskilled manual labor. These employees do not typically work in an office environment.

**Other** – This unit type includes all other bargaining units not listed above. Examples include white-collar workers who work primarily in an office environment, nurses, and healthcare workers.



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## Questions?

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