

**Memorandum  
Human Resources Department**



**ROCK ISLAND  
ILLINOIS**

**To:** Randy Tweet, Interim City Manager  
**Subject:** General wage Increase (Non-Affiliated Employees)  
**Date:** 12/13/16

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Each year, the City Council considers a general wage increase (GWI) to all non-union, city employees in the departments of General Administration, Human Resources, Information Technology, Finance, Community and Economic Development, Martin Luther King Center, Police, Fire, Public Works and Parks.

Human Resources is recommending a 2.25% GWI for non-affiliated employees. The GWI will be effective on January 2, 2017. The proposed increase compares with a 2.00% GWI in 2016, a 2.50% GWI in 2015 and a 3.00% GWI in 2014 (see attachment).

**Recommendation:** The City Council grants a 2.25% GWI to non-affiliated employees effective January 2, 2017.

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Submitted by: John Thorson, Human Resources Director

A handwritten signature in black ink, appearing to be 'J. Thorson'.

**City of Rock Island  
General Wage Increases**

	COA	IAFF	FOP	Parks	AFSCME-B	AFSCME-A	UAW	Non-Affiliated	Annual Average	Inflation Rate	CPI on 12/31 (USBLs for Midwest Urban)	
2006	3.250%	3.250%	3.500%	3.000%	2.360%	2.000%	2.750%	3.000%	2.89%	1.69%	2006	192.9
2007	2.670%	3.350%	4.000%	3.000%	3.000%	2.000%	2.850%	3.000%	2.98%	3.80%	2007	200.227
2008	5.000%	3.450%	3.850%	3.250%	3.000%	3.000%	3.400%	3.250%	3.53%	-0.32%	2008	199.582
2009	5.200%	3.000%	4.000%	2.000%	3.850%	5.000%	2.000%	2.000%	3.38%	3.02%	2009	205.613
2010	2.500%	2.500%	2.500%	1.000%	1.000%	1.000%	1.000%	1.000%	1.56%	1.78%	2010	209.27
2011	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.13%	2.82%	2011	215.173
2012	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.00%	1.79%	2012	219.033
2013	3.000%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	2.78%	0.99%	2013	221.194
2014	2.500%	2.500%	3.000%	3.000%	3.000%	3.000%	3.000%	3.000%	2.88%	0.74%	2014	222.821
2015	2.500%	2.250%	2.500%	2.500%	2.250%	2.250%	2.000%	2.500%	2.34%	-0.04%	2015	222.722
2016	2.650%	2.500%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.14%		2016	
2017	2.750%	2.650%	2.250%		2.250%	2.250%	2.250%		2.40%			
2018	3.000%	3.000%	2.500%		2.400%	2.750%	2.500%		2.69%			
2019			2.900%		3.000%	3.000%	3.000%		2.98%			
2020			3.000%						3.00%			
<b>Employee Unit Average</b>	<b>3.37%</b>	<b>3.25%</b>	<b>3.14%</b>	<b>2.56%</b>	<b>2.72%</b>	<b>2.82%</b>	<b>2.72%</b>	<b>2.64%</b>	<b>2.90%</b>	<b>2.14%</b>		

On 3/18/13, COA received interest arbitration award in the their favor on wages: 3/21/11-(1%), 4/2/12-(2%) and 4/1/13-(3%).

COA has a 5 year contract: 3/31/14-(2.50%), 1/5/15-(2.50%), 1/4/16-(2.65%), 1/2/17-(2.75%), 1/1/18-(3.00%).

IAFF has a 5 year contract: 3/31/14-(2.50%), 3/30/15-(2.25%), 1/4/16-(2.50%), 1/2/17-(2.65%), 1/1/18-(3.00%).

AFSCME B has a 5 year contract: 3/30/15-(2.25%), 1/4/16-(2.00%), 1/2/17-(2.25%), 1/1/18 (2.40%), 12/31/18-(3.00%),

AFSCME A has a 5 year contract: 3/30/15-(2.25%), 1/4/16-(2.00%), 1/2/17-(2.25%), 1/1/18 (2.75%), 12/31/18-(3.00%),

UAW has a 5 year contract: 3/30/15-(2.00%), 1/4/16-(2.00%), 1/2/17-(2.25%), 1/1/18 (2.50%), 12/31/18-(3.00%),

FOP has a 5 year contract: 3/28/16-(2.00%), 1/2/17-(2.25%), 1/1/18-(2.50%), 12/31/18-(2.90%), 12/30/19-(3.00%).