

**MEMORANDUM**  
**HUMAN RESOURCES DEPARTMENT**

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**TO: Thomas Thomas, City Manager**

**SUBJECT: General Wage Increase (Non-Affiliated Employees)    DATE: September 10, 2013**

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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 and Public Works.

Human Resources is recommending a 2.75% GWI for non-affiliated employees. The GWI will be effective on September 30, 2013. The proposed increase compares with a 2.00% GWI in 2012 and a 0% GWI in 2011 (see attachment).

**Recommendation:** The City Council grants a 2.75% GWI to non-affiliated employees effective September 30, 2013.

Submitted by: John Thorson, Human Resources Director



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Approved by: Thomas Thomas, City Manager

**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)	
2000	4.000%	4.500%	3.390%	3.500%	4.000%	4.000%	3.000%	3.250%	3.71%	3.53%	2000	170.2
2001	3.010%	4.500%	3.000%	3.500%	3.000%	2.000%	3.000%	3.750%	3.22%	1.00%	2001	171.9
2002	3.800%	4.500%	3.010%	3.600%	3.000%	4.000%	3.595%	3.750%	3.66%	2.09%	2002	175.5
2003	4.000%	3.500%	4.000%	3.000%	4.000%	4.000%	2.000%	2.500%	3.38%	1.65%	2003	178.4
2004	2.500%	3.500%	3.500%	2.000%	2.000%	2.000%	2.750%	2.000%	2.53%	3.03%	2004	183.8
2005	3.250%	3.500%	3.500%	2.250%	2.000%	2.000%	3.000%	2.250%	2.72%	3.21%	2005	189.7
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%		2.79%		2013	
2014			3.000%		3.000%	3.000%	3.000%		3.00%			
2015			2.500%						2.50%			
<b>Employee Unit Average</b>	<b>3.53%</b>	<b>3.40%</b>	<b>3.27%</b>	<b>2.56%</b>	<b>2.79%</b>	<b>2.90%</b>	<b>2.80%</b>	<b>2.65%</b>	<b>2.99%</b>	<b>2.37%</b>		

FOP has a 5 year contract: 3/21/11-(0%), 4/2/12-(2.00%), 4/1/13-(2.75%), 3/31/14-(3.00%), 3/31/15-(2.50%).

IAFF employees will receive GWI's on 4/2/12 and 9/30/13. AFSCME A, AFSCME B & UAW employees will receive GWI's on 4/2/12, 9/30/13 and 9/29/14

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%).