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

**TO: Thomas Thomas, City Manager**

**SUBJECT: General Wage Increase (Non-Affiliated Employees)    DATE: December 11, 2014**

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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 2.50% GWI for non-affiliated employees. The GWI will be effective on January 5, 2015. The proposed increase compares with a 3.00 GWI in 2014, 2.75% GWI in 2013, a 2.00% GWI in 2012 (see attachment).

**Recommendation:** The City Council grants a 2.50% GWI to non-affiliated employees effective January 5, 2015.

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Submitted by: John Thorson, Human Resources Director

**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 (USBL for Midwest Urban)	
<b>2001</b>	3.010%	4.500%	3.000%	3.500%	3.000%	2.000%	3.000%	3.750%	<b>3.22%</b>	1.00%	2001	171.9
<b>2002</b>	3.800%	4.500%	3.010%	3.600%	3.000%	4.000%	3.595%	3.750%	<b>3.66%</b>	2.09%	2002	175.5
<b>2003</b>	4.000%	3.500%	4.000%	3.000%	4.000%	4.000%	2.000%	2.500%	<b>3.38%</b>	1.65%	2003	178.4
<b>2004</b>	2.500%	3.500%	3.500%	2.000%	2.000%	2.000%	2.750%	2.000%	<b>2.53%</b>	3.03%	2004	183.8
<b>2005</b>	3.250%	3.500%	3.500%	2.250%	2.000%	2.000%	3.000%	2.250%	<b>2.72%</b>	3.21%	2005	189.7
<b>2006</b>	3.250%	3.250%	3.500%	3.000%	2.360%	2.000%	2.750%	3.000%	<b>2.89%</b>	1.69%	2006	192.9
<b>2007</b>	2.670%	3.350%	4.000%	3.000%	3.000%	2.000%	2.850%	3.000%	<b>2.98%</b>	3.80%	2007	200.227
<b>2008</b>	5.000%	3.450%	3.850%	3.250%	3.000%	3.000%	3.400%	3.250%	<b>3.53%</b>	-0.32%	2008	199.582
<b>2009</b>	5.200%	3.000%	4.000%	2.000%	3.850%	5.000%	2.000%	2.000%	<b>3.38%</b>	3.02%	2009	205.613
<b>2010</b>	2.500%	2.500%	2.500%	1.000%	1.000%	1.000%	1.000%	1.000%	<b>1.56%</b>	1.78%	2010	209.27
<b>2011</b>	1.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	<b>0.13%</b>	2.82%	2011	215.173
<b>2012</b>	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	<b>2.00%</b>	1.79%	2012	219.033
<b>2013</b>	3.000%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	2.750%	<b>2.78%</b>	0.99%	2013	221.194
<b>2014</b>	2.500%	2.500%	3.000%	3.000%	3.000%	3.000%	3.000%	3.000%	<b>2.88%</b>		2014	
<b>2015</b>	2.500%	2.250%	2.500%						<b>2.42%</b>			
<b>2016</b>	2.650%	2.500%							<b>2.58%</b>			
<b>2017</b>	2.750%	2.650%							<b>2.70%</b>			
<b>2018</b>	3.000%	3.000%							<b>3.00%</b>			
<b>Employee Unit Average</b>	<b>3.37%</b>	<b>3.25%</b>	<b>3.27%</b>	<b>2.59%</b>	<b>2.79%</b>	<b>2.90%</b>	<b>2.80%</b>	<b>2.67%</b>	<b>2.96%</b>	<b>2.31%</b>		