

Memorandum
Human Resources Department

To: Thomas Thomas, City Manager
Subject: General wage Increase (Non-Affiliated Employees)
Date: 12/17/15



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 2.00% GWI for non-affiliated employees. The GWI will be effective on January 4, 2016. The proposed increase compares with a 2.50 GWI in 2015, 3.00% GWI in 2014, a 2.75% GWI in 2013 (see attachment).

Recommendation: The City Council grants a 2.00% GWI to non-affiliated employees effective January 4, 2016.

Submitted by: John Thorson, Human Resources Director

A handwritten signature in black ink, appearing to be 'J. Thorson', written over the printed name.

**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%		2015
2016	2.650%	2.500%			2.000%	2.000%	2.000%		2.23%		
2017	2.750%	2.650%			2.250%	2.250%	2.250%		2.43%		
2018	3.000%	3.000%			2.400%	2.750%	2.500%		2.73%		
2019					3.000%	3.000%	3.000%		3.00%		
Employee Unit Average	3.37%	3.25%	3.27%	2.59%	2.72%	2.82%	2.72%	2.67%	2.92%	2.24%	

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-(2.50%), 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%),

Non-Affiliated / Park employees received a 3.00% GWI on 9/29/14 and 2.50% GWI on 1/5/15.