

MEMORANDUM

ADMINISTRATIVE SERVICES DEPARTMENT

TO: Thomas Thomas, City Manager

SUBJECT: General Wage Increase (Non-Affiliated Employees) DATE: March 7, 2012

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

Administrative Services is recommending a 2.00% GWI for non-affiliated employees. The GWI will be effective on April 2, 2012. The proposed increase compares with a 0% GWI in 2011 and a deferred 1.00% GWI in 2010 (see attachment).

Recommendation: The City Council grants a 2.00% GWI to non-affiliated employees effective April 2, 2012.

Submitted by: John Thorson, Administrative Services Director 

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 (USBL\$ for Midwest Urban)	
1999	3.600%	2.000%	3.250%	3.000%	3.000%	3.000%	3.000%	3.000%	2.98%	2.88%	1999	164.4
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%	1.66%	1.78%	2010	209.27
2011	Arbitration	0.000%	Arbitration	0.000%	0.000%	0.000%	0.000%	0.000%	0.00%	2.82%	2011	215.173
2012	Arbitration	2.000%	Arbitration		2.000%						2012	
2013		2.750%			2.750%							
2014					3.000%							
Employee Unit Average	3.77%	3.40%	3.68%	2.60%	2.78%	3.10%	2.83%	2.68%	3.25%	2.38%		

COA and FOP are heading to interest arbitration. Duration is assumed to be for 3-year periods.

Parks has not made any recommendations regarding GWI's for department employees for FY12/13.

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

In 2010, COA, Parks, AFSCME B, UAW and Non-Affiliated employees received GWI mid-year (10/4/10).

AFSCME A and UAW are presently in negotiations with the city. City has proposed 0% GWI to AFSCME A for 2011.