

Across the Board Increases to Base Pay for City Employees

	FY09	FY10	FY11	FY12	FY13	FY14	FY15
	5/1/08	5/1/09	5/1/10	5/1/11	5/1/12	5/1/13	5/1/14
Fire	4%	4% with equal offset as unpaid leave until April 30, 2010	No Increase	No Increase	2%	3%	TBD
Police	4%	4% increase deferred to April 30, 2010	No Increase	No Increase	2%	3%	TBD
Sergeants	N.A.	N.A.	N.A.	N.A.	New Contract	3%	1.95%
Local 150	4.25%	4.25% with layoffs	4.25%	No Increase	1%	1.75%	1.75%
ICOPS		1/1/09 new step placement	No Increase	No Increase	1%	1.5%	Reopener
Non-Represented	3-4-5 per merit plan	Wage Freeze	Wage Freeze	3%	0-1-2 per merit plan	0-2 per merit plan	TBD

Historical Medical Insurance Premium Contributions

	<u>FY11</u>	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>
	5/1/10	5/1/11	5/1/12	5/1/13	5/1/14
Fire (IAFF)	10% with caps	10%	11.5%	13%	TBD
Police (FOP)	10% with caps	10% with caps	10% with caps	10% with caps	TBD
Sergeants (FOP)	10%	10%	11.5%	13%	13%
Public Works (Local 150)	10% with caps	10% with caps	10%	13%	TBD
ICOPS	10%	10%	11.5%	13% Effective 9/1/13	Insurance reopener in contract
Non-Represented	10%	10%	11.5%	13%	City Manager proposal

TBD = "To be determined in negotiations"