



CITY OF PARK RIDGE

MEMORANDUM

DATE: March 19, 2013
TO: Alderman & Mayor
FROM: Shawn Hamilton, Acting City Manager
RE: Historical Increases for Salary & Insurance

Attached is a 5 year history of salary increases, for six major categories of employees within the City:

- Fire (union)
- Police (union)
- Public Works (union)
- ICOPS (union)
- Sergeants (union)
- Non-represented (non-union)

Attached is a 3 year history of employee insurance contribution percentages, for the same six employee categories

Across the Board Increases to Base Pay for City Employees

	May 1, 2008	May 1, 2009	May 1, 2010	May 1, 2011	May 1, 2012	May 1, 2013	May 1, 2014
Fire (IAFF)	4%	4% with equal offset as unpaid leave until April 30, 2010	0%	0%	2%	3%	TBD
Police (FOP)	4%	4% increase deferred to April 30, 2010	0% with layoffs	0%	2%	3%	TBD
Public Works (Local 150)	4.25%	4.25% with layoffs	4.25%	0%	TBD	TBD	TBD
ICOPS		January 1, 2009 new step placement	0% with layoffs	0%	1%	1.5%	Wage reopener in contract
Non-Represented	3-4-5% per merit plan	0%	0% with layoffs	3%	0-1-2% based on merit	0- 2% based on merit	City Manager proposal
Sergeants (FOP)	3-4-5% per merit plan	0%	0%	TBD	TBD	TBD	TBD

TBD = To be determined in negotiations

Historical Medical Insurance Premium Contributions

	May 1, 2010	May 1, 2011	May 1, 2012	May 1, 2013	May 1, 2014
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
Public Works (Local 150)	10% with caps	10% with caps	TBD	TBD	TBD
ICOPS	10%	10%	11.5%	11.5%	Insurance reopener in contract
Non-Represented	10%	10%	11.5%	13%	City Manager proposal
Sergeants (FOP)	10%	TBD	TBD	TBD	TBD

TBD = To be determined in negotiations