

**Union and Non-Union Wage Increases 2009-2021**

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Total 2009-2021
IAFF		0.00%	-3.00%	0.00%	1.50%	1.50%	0.00%	New Hire-3.00%	New Hire-3.00%	New Wage Table for New Hires- ACT 312 Settlement	2.50%	2.50%	New Wage Table for New Hires	New Hire Wage Table Eliminated. 2.00% lump sum for hires before 7/1/2012	10.25%
	3.50%							2.75%	2.50%		2.50%	2.50%	1.00% lump sum		
ASSISTANT CHIEFS		0.00%	-3.00%	0.00%	1.50%	1.50%	0.00%	16.38%	6.69%	2.50%	2.25%	0.00%	2.75%	2.75%	33.32%
AFSCME	5% lump	3.00%	3.00%	0.00%	0.00%	0.00%	1.50%	1.50%	1.00%	1.00%	2.00%	2.00%	2.00%	2.00%	19.00%
AAPOA	1/1/08-1.25% & 7/1/08 - 3%	0.00%	0.00%	0.00%	0.00%	2.00%	1.00%	2.75%	2.75%	2.50%	2.50%	2.50%	2.50%	2.50%	21.00%
COAM	2.50%	0.00%	0.00%	0.00%	0.00%	2.00%	1.00%	2.75%	2.75%	2.50%	2.50%	2.50%	2.50%	2.50%	21.00%
TEAMSTERS	2.76%	0.00%	0.00%	0.00%	\$1000 lump sum	2.00%	1.00%	2.50%	2.50%	2.50%	2.25%	2.25%	2.00%	0.00%	17.00%
PSS	2.50%	0.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	1.00%	1.00%	2.25%	2.25%	2.25%	0.00%	12.75%
DEPUTY CHIEFS	w/possible 2.00% performance	0.00% w/possible 2.00% perf	0.00%	0.00%	0.00%	2.00%	1.00%	2.75%	2.75%	2.50%	2.25%	1.93%	2.75%	2.75%	20.68%
Police Professional		1/1/09 - 1.00% and 7/1/09 - 2.00%	0.00%	0.00%	0.00%	2.00%	1.00%	New Hire-2.50%	New Hire-2.50%	New Hire- 2.50%	2.00%	2.00%	2.00%	2.00%	18.50%
	1.50%							1.50% (1.00% lump sum)	1.50% (1.00% lump sum)	1.50% (1.00% lump sum)					
Non-Union	2.75%	0.00%	0.00%	0.00%	0.00%	3.00%	3.00%	2.75%	2.75%	2.25% (0.50% lump sum)	3.00%	2.50%	0.00%	3.00%	22.25%

Total Union Increases 2009-2021

173.50%

Total Union & Non-Union Increases 2009-2021

195.75%

\*\*IAFF:

Employees Hired before 7/1/12	1/1/2015	1/1/2015	1/1/2016
Increase (Across)	2.75%	2.75%	2.50%
Education Differential	1.50%	1.50%	1.50%
FF/DO Differential	5.50%	5.50%	6.00%
DO/LT Differential	6.25%	6.25%	7.50%
LT/CPT Differential	6.25%	6.25%	7.50%
CPT/BC Differential	6.25%	6.25%	7.50%

\*Current differential between ranks is approximately 5%, with some differentials more and some less depending on specific step.