

Union Wage Increases 2009-2023

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total 2009-2023
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	1.50%	2.00%	13.75%
							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%	2.75%	2.75%	38.82%
AFSCME	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%	2.25%	2.25%	23.50%
AAPOA	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%	2.50%	New wage table implemented	23.50%
COAM	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%	2.50%	3.00%	26.50%
TEAMSTERS	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%	2.25%	2.25%	21.50%
PSS	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%	2.00%	2.00%	16.75%
DEPUTY CHIEFS	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%	2.75%	2.75%	26.18%
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%	0.00%	2.00%	20.50%
							1.50% (1.00% lump sum)	1.50% (1.00% lump sum)	1.50% (1.00% lump sum)					\$1,500 lump sum		
Non-Union	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%	3.00%	3.00%	28.25%

Total Union Increases 2009-2023

Total Union & Non-Union Increases 2009-2023

**IAFF:

Metric 3 Metric 4 **211.00%**
239.25%

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

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