

2016 – 2019 Salary Increases and Bonuses

Salary Increase Summary

Job Category	2016 Increases	2017 Increases	2018 Increases	Totals
Police MPA Commissioned increase 11yrs less	4.75% + \$500 Bonus	1.00% + Retention Bonus \$6,400 - \$7,000	0.00%	5.75% +\$500 Bonus +Retention Bonus \$6,400 - \$7,000
Police MPA Commissioned increase 12yrs plus	5.75% + \$500 Bonus	2.00% + \$1600 Bonus	0.00%	7.75% +\$500 Bonus +\$1600 Bonus
Fire IAFF Commissioned and Fire Operators	5.00%	1.00% + \$500 Bonus	0.00%	6.00% + \$500 Bonus
CWA- Police Dispatch	2.50%	1.00%	\$500 Bonus	3.50% + \$500 Bonus
Crafts (Bricklayers, Cement Masons. Plumbers, Painters, Roofers, Carpenters, IBEW)	2.50%	1.00%	0.00%	3.50%
Machinists (Fire and Shop)	1.00% 1.50% Bonus	1.00%	0.00%	2.00% 1.50% Bonus
OE Engineers (Animal, Water Treatment, Construction, Main)	2.50%	1.00%	0.00%	3.50%
AFSCME (Survey, Police)	2.50%	1.00%	0.00%	3.50%
AFSCME – Code Enforcement	4.00%	1.00%	5.00%	10.00%
AFSCME –MAIN	2.50%	1.00% (All) 1.50% (Crewchiefs)	(Various %) 4.75 %Mnt Mech, 2.75% Crewperson, 10.25% Crewchief, 1% Truck Driver	4.50%+ (Varies)

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AFSCME –Clerical	2.50%	1% (All) 2.0%(Office Support Clerk B)	14.75% (Varies Targeted) & (Varies %-\$15.50)	18.25% + (Varies)
All Non-Represented	2.50%	1.00%	Targeted Inc include Mayor Priorities and \$15.50	3.50%+ (Varies)

Salary Increase Breakdown

Year	Date	Adjustment	Represented and Non-Represented
2016	1/1/2016	2.00%	Police and Fire Commissioned and Fire Operators
	1/1/2016	1.00%	Other Union and General Inc
	6/1/2016	1.00%	Fire Commissioned and Fire Operators
	7/1/2016	2.75%	Police MPA Commissioned increase 11yrs less
	7/1/2016	3.75%	Police MPA Commissioned increase 12yrs plus
	7/1/2016	2.00%	Fire IAFF Commissioned and Fire Operators
	7/1/2016	1.50%	CWA- Police Dispatch
	7/1/2016	3.00%	AFSCME - Code Enforcement
	7/1/2016	Varies	AFSCME - Clerical (Lower Grade Adjustment from 7 (11.99) to 8 (12.83))
	7/1/2016	1.50%	Other Unions and General Inc (Except Machinists)
	7/1/2016	1.50%	Machinists received a 1.50% Bonus
	7/1/2016	Bonus	\$500 Bonus for Police
2017	6/30/2017	Bonus	\$500 Bonus Fire Commissioned and Fire Operators (Ambulance Recovery)
	7/1/2017	1.00%	Police MPA – 11 yrs or Less
	7/1/2017	2.00%	Police MPA 12-year Police Commissioned including the rank positions
	7/1/2017	Bonus	\$1600 Retention Bonus for Police with 12 yrs of Service
	7/1/2017	1.00%	Fire IAFF Commissioned and Fire Operators
	7/1/2017	1.00%	CWA- Police Dispatch
	7/1/2017	1.50%	AFSCME - MAIN (Crewchiefs only)
	7/1/2017	2.00%	AFSCME - Clerical (Office Support Clerk B only)
	7/1/2017	1.00%	Other Unions and General Inc

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	11/15/2017	Bonus	MPD commissioned officers within the PII rank with 3 - 11 years of experience can receive \$6,400 - \$7,000 in exchange for a 4-year letter of commitment.
2018	6/30/2018	Bonus	\$500 Bonus for Fire Operators
	7/1/2018	Bonus	CWA- Police Dispatch, \$500 = \$150/yr for EMT Certification, \$350/yr RPL Certification
	7/1/2018	Varies	\$15.50 increase for FT - (Move everyone to grade General -9)
	7/1/2018	Varies	AFSCME - Main (Mnt Mech-4.75%; Crewperson-2.75%; Crewchiefs-10.25%; and Truck Driver-1%)
	7/1/2018	14.75%	AFSCME - Clerical (Office Support Clerk)
	7/1/2018	5.00%	AFSCME - Code Enforcement
	7/1/2018	Varies	Library Grade adjustment and market increase various positions
	7/1/2018	Varies	Mayor Targeted Increase for Priority positions

Other Rewards

- Spent \$2 Million in Promotional Testing
- \$18 Million for Retiree Healthcare
- \$2000 MPD referral bonus program

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