

COLA Review

Historical Adjustment for all Groups								
Year	AFSCME	Fire	Fire Support	Non Represented	Police	Police Support	RCHEA	Average including all groups
2013	1.50%	3.40%	1.50%	1.50%	1.50%	1.50%	1.50%	1.77%
2014	2.00%	0.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.71%
2015	2.31%	2.20%	2.31%	2.31%	2.20%	2.31%	2.31%	2.28%
2016	2.50%	5.00%	2.14%	2.14%	2.50%	2.14%	2.14%	2.65%
2017	1.92%	3.50%	1.92%	1.92%	2.00%	1.92%	2.00%	2.17%
2018	2.50%	3.25%	2.50%	2.50%	2.00%	2.50%	3.00%	2.61%

Mayor's Salary - Actual Adjustments

Year	One-Time Adjustment	Annual Salary
2011	0.0%	\$ 106,000
2012	18.0%	\$ 125,000
2013	0.0%	\$ 125,000
2014	0.0%	\$ 125,000
2015	0.0%	\$ 125,000
2016	9.6%	\$ 137,000
2017	0.0%	\$ 137,000
2018	0.0%	\$ 137,000

Mayor's Salary - if based on NR adjustment

Year	Adjustment (%) - based on historical non rep. adjustment	Annual Salary
2011	0.00%	\$ 106,000
2012	0.00%	\$ 125,000
2013	1.50%	\$ 126,875
2014	2.00%	\$ 129,413
2015	2.31%	\$ 132,402
2016	2.14%	\$ 135,235
2017	1.92%	\$ 137,831
2018	2.50%	\$ 141,277

Mayor's Salary - if based on average of all groups

Year	Adjustment (%) - based on average of all employee groups	Annual Salary
2011	0.00%	\$ 106,000
2012	0.00%	\$ 125,000
2013	1.77%	\$ 127,213
2014	1.71%	\$ 129,388
2015	2.28%	\$ 132,338
2016	2.65%	\$ 135,845
2017	2.17%	\$ 138,792
2018	2.61%	\$ 142,414