

WAGE INCREASES HISTORY (ALL BARGAINING UNITS)

Fiscal Year	2013 2014	2014 2015	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020 2021	2021 2022	2022 2023	Total (Added)	Total (Compounded)	2023 2024
IAFF	0%	5%	3%	3%	3%	4% ²	4.25%	4.25%	4.25%	3.00%	33.75%	39.29%⁷	TBD
POA	4%	3.33%	7.33% ¹	4%	10%	6% ³	4% ³	3.85%	3.85%	TBD	46.36%	56.99%⁷	TBD
Federated	2%	3%	3%	3%	3%	5% ⁴	3%	3%	3.25% ⁵	4.50% ⁶	32.75%	37.98%⁷	3% ⁸

1. 4% of this increase is an ongoing non-pensionable retention premium pay effective January 2016.
2. 1% of this increase is non-pensionable.
3. Includes 2.75% CIT Premium Pay in 2018-2019, and an additional 1.00% increase to CIT Premium Pay in 2019-2020.
4. OE#3 received 3% (pensionable). The other units received a 5% ongoing non-pensionable compensation increase.
5. OE#3, ABMEI, IBEW, Unit 99 and ALP received a 3%. AEA, AMSP, CAMP, and MEF received 3.25%.
6. ABMEI and POPRA received a 3%.
7. Figures are based on non-pensionable pays compounded on top of pensionable pays, as implemented in payroll.
8. OE#3, IBEW, & ALP have agreed to a 3% GWI for FY 2023-2024.

The increases, above, are ongoing increases only and do not include any lump sum payments to these units.