

## General Wage Adjustments for City of Rochester Hills Employee Groups

Unit/ Eff Date	AFSCME 2491 (4/1; 1/1 eff 2006)	AFSCME 1917 (1/1)	IAFF 3472 (1/1)	Directors (1/1)	Non-Union (1/1)	Mayor (1/1)	Council Member (1/1)	Council President (1/1)
<b>Average Adjustment</b>	<b>2.83%</b>	<b>2.92%</b>	<b>3.08%</b>	<b>2.75%</b>	<b>2.83%</b>	<b>3.45%</b>	<b>4.67%</b>	<b>4.60%</b>
<b>1999</b>	3.00%	3.00%	3.00%	2.00%	3.00%	2.00%	0.00%	0.00%
<b>2000</b>	3.00%	3.00%	3.00%	3.00%	3.00%	3.20%	12.00%	12.00%
<b>2001</b>	3.50%	3.00%	3.50%	3.50%	3.50%	9.50%	10.00%	9.60%
<b>2002</b>	2.50%	3.00%	3.00%	3.50%	2.50%	3.50%	3.50%	3.50%
<b>2003</b>	2.50%	3.00%	3.00%	2.50%	2.50%	2.50%	2.50%	2.50%
<b>2004</b>	2.50%	2.50%	3.00%	2.00%	2.50%	0.00%	0.00%	0.00%
<b>2005</b>	2.00%	2.20%		2.00%	2.00%	2.00%	0.00%	0.00%
<b>2006</b>	2.00%	2.00%		2.00%	2.00%	0.00%	0.00%	0.00%
<b>2007</b>	2.20%			2.00%	2.20%	2.00%	0.00%	0.00%
<b>2008</b>	2.80%			2.30%		2.30%		
Notes:								
1) Adjustments for Mayor in 2001 provided greater consistency with other strong mayor cities								
and offset zero adjustments in some years prior to 1999.								
2) Council's adjustments for 2000 and 2001 reflect flat dollar amount increases.								
3) 2008 Mayor and directors' adjustment to be recommended to City Council.								