

**General Wage Adjustments for City of Rochester Hills Employee Groups
-Corrected-**

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)
Average Adjustment	2.83%	2.92%	3.08%	2.75%	2.83%	3.45%	4.67%	4.60%
1999	3.00%	3.00%	3.00%	2.00%	3.00%	2.00%	0.00%	0.00%
2000	3.00%	3.00%	3.00%	3.00%	3.00%	3.20%	12.00%	12.00%
2001	3.50%	3.00%	3.50%	3.50%	3.50%	9.50%	10.00%	9.60%
2002	2.50%	3.00%	3.00%	3.50%	2.50%	3.50%	3.50%	3.50%
2003	2.50%	3.00%	3.00%	2.50%	2.50%	2.50%	2.50%	2.50%
2004	2.50%	2.50%	3.00%	2.00%	2.50%	0.00%	0.00%	0.00%
2005	2.00%	2.20%	0.00%	2.00%	2.00%	2.00%	0.00%	0.00%
2006	2.00%	2.00%	3.00%	2.00%	2.00%	0.00%	0.00%	0.00%
2007	2.20%	2.20%	3.00%	2.00%	2.20%	2.00%	0.00%	0.00%
2008	2.80%	2.40%	3.00%	2.30%	2.30%	2.30%	0.00%	0.00%
2009	0.00%	2.50%	2.00%	1.00%	1.00%	1.00%	0.00%	0.00%
2010	0.00%	2.50%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Avg to 2008	2.60%	2.63%	2.75%	2.48%	2.55%			
Avg to last	2.17%	2.61%	2.63%	2.15%	2.21%			
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) 3472 General adjustments do not include equity adjustments for 2008								
4) <i>Proposed adjustments for union and non-union groups are highlighted in italics</i>								