

	Non-Union	AFSCME	IAFF	PBA
FY06/07	eligible for comp study increases plus up to 7%	eligible for comp study increases plus 3.5% union plus 1.5% performance	step increase 10/1 and 4/1 - each step 5-7%	step increase on 10/1 of 5%
FY07/08	up to 7% plus 3%	3.5% union + 1.5% performance	step increase 10/1 and 4/1 - each step 5-7%	step increase on 10/1 of 5%
FY08/09	up to 5%	3%	step increase 10/1 - 5-7% plus increase to step plan of up to 17%	step increase on 10/1 of 5%
FY09/10	up to 3%	3%	step increase of 6% or 3% lump sum for employees step 8 or higher and lump sum payments for employees receiving Competitive salary adjustments	step increase on 10/1 of 5%
FY10/11	up to 3%; Ees > \$100,000 5% reduction; Ees , \$100,000 but >\$75,000 3% reduction	2% union + 2% performance	increase to step plan of 3% plus step increase of 6%	step increase on 10/1 of 5%
FY11/12	0	0% - no longer eligible for lump sum payments	3% step	step increase on 10/1 of 5% plus 3% increase to step plan
FY12/13	0	0	0	
FY13/14	0	0	0	3% at anniversary/2% at Max
FY14/15	3%	3%	3% up to max - 2% for over max	3% at anniversary/2% at Max
FY15/16	3%	3%	3% up to max - 2% for over max	3% at anniversary/Max same as Gen'l EEs
FY16/17	3% at anniversary	3% at anniversary	3% at anniversary/Max same as Gen'l EEs	3% at anniversary/Max same as Gen'l EEs
FY17/18	Up to 3% based on performance	In negotiations	3% at anniversary/Max same as Gen'l EEs	3% at anniversary/Max same as Gen'l EEs