

**CITY OF GREAT FALLS
HISTORY OF PAY RAISES**

	FY08		FY09		FY10		FY11	FY12	FY13	FY14	FY15	FY16	FY17		FY18		FY19		FY20	FY21	TOTAL %
	7/1/07	1/1/08	7/1/08	1/1/09	7/1/09	1/1/10	7/1/10	7/1/11	7/1/12	7/1/13	7/1/14	7/1/15	7/1/16	1/1/17	7/1/17	7/1/17	7/1/18	7/1/18	7/1/19	7/1/20	INCREASE
	COLA	Mkt. Adj.	COLA	Mkt. Adj.	COLA	Mkt. Adj.	COLA	COLA	COLA	COLA	COLA	COLA	COLA	Mkt. Adj.	COLA	Mkt. Adj.	COLA	Mkt. Adj.	COLA	COLA	OVER
Police	4.00%	4.00%	3.00%	2.00%	3.25%		3.63%	3.50%	2.50%	0.00%	1.50%	2.50%	3.00%	2.00%	3.00%	2.00%	3.00%	2.50%	2.75%	2.75%	48.13%
Fire	2.00%		3.50%		3.25%		3.63%	2.00%	2.00%	0.00%	1.50%	2.50%	3.00%	0.75%	3.00%	2.00%	3.00%	2.00%	2.75%	2.75%	36.88%
MFPE (MPEA)	4.00%		3.00%		3.25%		1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	2.25%		3.00%	0.25%	3.00%	0.50%	2.50%	2.75%	30.50%
MFPE (MPEA)	4.00%		3.00%		3.25%		1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	2.25%		3.00%	0.25%	3.00%	0.50%	2.75%	2.75%	30.75% (3)
CRAFTS	3.75%		3.00%		3.25%		1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	\$0.50		\$0.50		3.00%	1.50%	2.75%	2.75%	26.00% (1)
IBEW		3.00%	3.00%	3.00%	3.25%		1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	2.25%		3.00%		3.00%	1.50%			30.75% (4)
Plumbers		3.00%		3.00%		3.25%	1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	2.25%		3.00%		3.00%	0.50%	2.75%	2.75%	29.50%
Non-Union	4.00%		3.00%		3.25%		1.50%	2.00%	1.75%	0.00%	1.50%	2.00%	2.25%		3.00%		3.00%				27.25% (2)

Footnotes:
 (1) Based on 11-year period; two years dollar amount increases were negotiated.
 (2) Non-Union employee increases moved to performance based merit in FY 2020.
 (3) MFPE Emergency Services (Public Safety Communications Officers (PSCO), Animal Control Officers (ACO), and Community Service Officers (CSO))
 (4) IBEW contract has not been finalized. Total increase amount reflects 12 years.

Other Indicators:

	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21
CPI, West Region - Mtn. (May)	3.80%	-0.40%	1.60%	3.20%	2.10%	1.50%	1.60%	0.10%	1.30%	1.40%	2.50%	3.60%	2.50%	
Social Security Cost of Living Adjustment (COLA)	2.30%	5.80%	0.00%	0.00%	3.60%	1.70%	1.50%	1.70%	0.00%	0.30%	2.00%	2.80%		

CPI is Annual average, U.S. City average, all urban consumers, using the 1982-1984 base of 100.