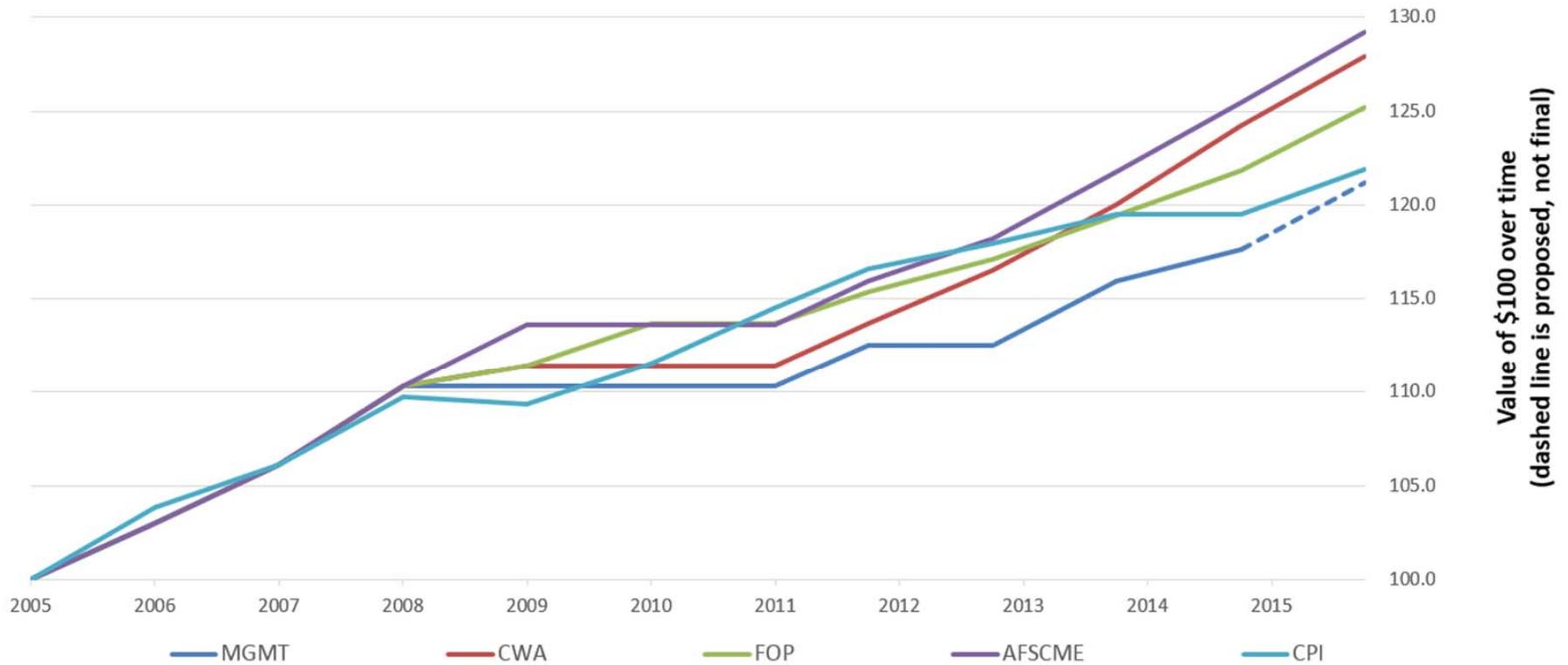




CPI vs Labor Increases, 2005-2016



CPI data through 2015 reflects All Urban Consumers in Area A102 (Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD). Baseline = 100 in 2005. Source: US Dept of Labor Bureau of Labor Statistics, retrieved 9/30/15 from <http://www.bls.gov/data/>

2016 CPI estimated at 2% based on fed target rate of inflation published at www.federalreserve.gov/FOMC



Labor Increases by Group vs CPI

PERIOD	MGMT	CWA	FOP	AFSCME	CPI ²
2005	4.0%	4.0%	4.0%	4.0%	3.9%
2006	3.0%	3.0%	3.0%	3.0%	3.9%
2007	3.0%	3.0%	3.0%	3.0%	2.2%
2008	4.0%	4.0%	4.0%	4.0%	3.4%
2009	0.0%	1.0%	1.0%	3.0%	-0.4%
2010	0.0%	0.0%	2.0%	0.0%	2.0%
2011	0.0%	0.0%	0.0%	0.0%	2.7%
2012	2.0%	2.0%	1.5%	2.0%	1.8%
2013	0.0%	2.5%	1.5%	2.0%	1.2%
2014	3.0%	3.0%	2.0%	3.0%	1.3%
2015	1.5%	3.0%	2.0%	3.0%	0.0%
2016 ¹	3.0%	3.0%	2.8%	3.0%	2.0%
TOTAL, 2005-2016	23.5%	28.5%	26.8%	30.0%	24.0%
COMPOUNDED	26.0%	32.4%	30.2%	34.4%	26.7%

¹3.0% Management Increase in 2016 is proposed & subject to Council approval

²0.0% and 2.0% CPI figures for 2015 and 2016, respectively, are estimated

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BILL NO. 15-35

1st Reading: _____

2nd Reading: _____

**CITY OF NEWARK
DELAWARE**

ORDINANCE NO. 15-__

An Ordinance Amending Chapter 2, Administration, Code of the City of Newark, Delaware, By Amending the Management Salary Plan

THE COUNCIL OF THE CITY OF NEWARK HEREBY ORDAINS:

That Chapter 2, Administration, Code of the City of Newark, Delaware be hereby amended in the following respect:

AMENDMENT 1. Amend Section 2-92.2, Management salary plan, by deleting the stricken text and adding the underscored text as follows to subsection (a):

(a) The management salary plan, effective January 1, 2015 2016 is as follows:

Grade	Minimum Annual Salary Rate	To	Maximum Annual Salary Rate
5	31,215 <u>32,151</u>		39,497 <u>40,682</u>
10	39,497 <u>40,682</u>		49,975 <u>51,474</u>
15	48,054 <u>49,496</u>		60,802 <u>62,626</u>
17	51,975 <u>53,534</u>		65,765 <u>67,738</u>
18	54,054 <u>55,676</u>		68,395 <u>70,447</u>
19	56,215 <u>57,901</u>		71,130 <u>73,264</u>
20	58,465 <u>60,219</u>		73,976 <u>76,195</u>
21	60,802 <u>62,626</u>		76,935 <u>79,243</u>
22	63,236 <u>65,133</u>		80,012 <u>82,413</u>
23	65,765 <u>67,738</u>		83,212 <u>85,708</u>
24	68,395 <u>70,447</u>		86,542 <u>89,139</u>
25	71,130 <u>73,264</u>		90,003 <u>92,703</u>
26	73,976 <u>76,195</u>		93,603 <u>96,411</u>
27	76,935 <u>79,243</u>		97,348 <u>100,269</u>
28	80,012 <u>82,413</u>		101,242 <u>104,280</u>
29	83,212 <u>85,708</u>		105,290 <u>108,449</u>
30	86,542 <u>89,139</u>		109,503 <u>112,788</u>
31	90,003 <u>92,703</u>		113,883 <u>117,299</u>

MOTION for Acceptance as First Reading on _____, 2015.

by Council Member _____.

CITY OF NEWARK
Delaware

November 16, 2015

TO: Mayor and Council

VIA: Carol S. Houck, City Manager 

FROM: Andrew S. Haines, Deputy City Manager 

RE: Summary of Bill 15-35, Chapter 2 – Administration Salary Plan Amendment

The attached Bill 15-35 effectuates the proposed three percent (3%) salary adjustment for Management employees in the 2016 Draft Budget. The new minimum and maximum ranges are presented and would be effective January 1, 2016. Please advise if you have any questions for staff regarding this amendment.

Attachment