

Comparison of  
Across the Board Increases

<b>Non Rep Pay<sup>1</sup></b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>Average</b>
Green Bay	2.00%	0.80%	0.00%	2.00%	2.00%	2.00%	1.47%
Fond du Lac	0.00%	0.00%	2.00%	2.00%	2.00%	2.00%	1.33%
Menasha <sup>2</sup>	1.00%	1.00%	1.00%	3.00%	1.00%	1.00%	1.33%
Neenah	0.00%	1.50%	1.50%	1.25%	2.00%	1.50%	1.29%
OPL Rep	2.00%	2.00%	0.00%	0.23%	2.50%	1.00%	1.29%
Appleton <sup>3</sup>	3.00%	0.00%	0.00%	1.00%	2.00%	1.50%	1.25%
City of Oshkosh <sup>4</sup>	2.00%	0.00%	0.00%	1.00%	2.00%	2.00%	1.17%
OPL Non-Rep	0.00%	2.00%	0.00%	0.23%	2.50%	1.00%	0.96%
Sheboygan <sup>5</sup>	0.00%	0.00%	2.00%	1.50%	0.00%	0.00%	0.58%

<sup>1</sup>Historical comparable communities established by the Wisconsin Employment Relations Commission

<sup>2</sup>2013 Across the board was 1.5% on 1/1 and another 1.5% on 7/1.

<sup>3</sup>In addition to across the board; 2013 eligible for 1% PFP, 2014 eligible for 2% PFP, 2015 PFP not determined yet.

<sup>4</sup>In addition to across the board; 2013 PFP = \$500/\$1,000; 2014 PFP = \$500/\$1,000 or 2/4 days of vacation.

<sup>5</sup>2012 Across the board was 1.0% on 1/1 and another 1.0% on 7/1. In addition to across the board in 2013 .5% merit; 2014 2.5% Merit only; 2015 2.0% Merit only.