

Appendix A

City of Saint John – Competitive Salary Increases 2005- 2014					
Year	Management % Increase	Inside Workers CUPE Local 486 % Increase	Saint John Fire Fighters - Local 771 % Increase	Outside Workers CUPE Local 18 % Increase	Saint John Police Association % Increase
Expiration of Collective Agreement	No Collective Agreement – Terms and Conditions of Employment only	December 31st, 2014	December 31, 2010 – Interest Arbitration decision pending	June 30th, 2014	December 31st, 2012
2005	2.9%	3%	4%	2.75%	4%
2006	3%	3%	4%	2.75%	4%
2007	3.25%	3%	6%	3.25%	4.5%
2008	2.5%	3.5%	5.75%	3.25%	5.75%
2009	0%	3.25%	4.5%	3.5%	4.5%
2010	0%	3.25%	4.5%	3.25%	5.25%
2011	2.9%	3%	TBD	0%	0%
2012	0%	0%	TBD	0%	0%
2013	N/A	0%	TBD	3%	TBD
2014	N/A	2.9%	TBD	1.5%	TBD
Total	14.55%	24.90%	* 28.75%	23.25%	* 28%
Annual Avg	1.82%	2.49%	4.79%	2.33%	3.5%

* Fire increases only until 2010 & Police only until 2012

Wage Increase have been spread out over the year ie. Police in 2010 received 2.25% on January 1st, 2010 & 3% on July 1st, 2011

On average the City of Saint John Management group have received yearly pay increases significantly less than the unions over the past 7 years.

Local 18 will receive 1.5% for the first 6 months of 2014. Their Collective Agreement will expire June 30th, 2014.