

Employee Group and Year	Base Wage Increase	Employee Group and Year	Base Wage Increase
Local 99 Current Contract 1/1/2014 - 12/31/2017		APPO Current Contract 1/2013 - 12/2016	
2010	3.50%	2010	0.00%
2011	1.25%	2011	1.20%
2012	2.50%	2012	2.00%
2013	2.50%	2013	3.25%
2014	2.75%	2014	2.75%
2015	2.75%	2015	2.75%
1/1/2016	2.25%	2016	2.50%
7/1/2016	0.50%	Average	2.06%
Average	2.57%		
Non-Exempt		Executive	
2010	0.00%	2010	0.00%
2011	0.00%	2011	0.00%
2012	2.00%	2012	2.00%
2013	2.00%	2013	2.00%
2014	2.00%	2014	1.00%
2015	2.00%	2015	2.00%
2016	2.25%	2016	2.25%
Average	1.46%	Average	1.32%
Local 1514 Current Contract 1/1/2013 - 12/31/2016		Local 3298 Current Contract 10/1/2011 - 9/30/2016	
2010	0.00%	2010	2.00%
2011	2.00%	2011	1.00%
2012	2.75%	2012	1.50%
2013	2.50%	2013	2.50%
2014	2.75%	2014	2.25%
2015	2.75%	2015	4.00%
1/1/2016	2.25%	2016	2.50%
7/1/2016	0.50%	Average	2.25%
Average	2.21%		
ASA Current Contract 4/1/2012 - 3/31/2016		IBEW Current Contract 1/1/2013 - 12/31/2016	
2010	3.50%	2010	0.00%
2011	3.50%	2011	0.00%
2012	2.00%	2012	4.75%
2013	2.00%	2013	2.00%
2014	2.00%	2014	2.00%
2015	2.00%	2015	2.00%
2016	2.00%	2016	2.00%
Average	2.43%	Average	1.82%