

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