

LCCEF - Summary of COLAs and Steps for LCCEF Employees - Past Ten Years, 2006/2007 – 2015/2016

| Year | COLA Negotiated | Steps Negotiated | Range of Wage Increases, Minimum to Maximum | Increases in Health Ins. Employer \$\$ Contributions | Comments |
|--------------------------------|------------------------|--|---|--|--|
| 2006/2007 | 2.4% | Full Step (4.3%) | 2.4 – 6.7% | E. O. - \$483.28/Mo. F.F. -\$1242.31/Mo | |
| 2007/2008 | 2.4% | Full Step (4.3%), plus new Full Top Step (4.3%) | 6.7% | | New Full Step added to top of salary schedule. |
| 2008/2009 | 1.0% | ½ Step (2.15%), plus new ½ step for top step employees. | 3.15% | | New ½ step added to top of salary schedule. |
| 2009/2010 | 2.3% | ½ Step – but then ½ step “returned” to help balance budget and avoid layoffs. | 2.3% | | ½ step “returned” by union to help balance budget and avoid layoffs. |
| 2010/2011 | 1.6% | ½ Step (2.15%) for all step eligible employees | 1.6 – 3.75% | | |
| 2011/2012 | 1.0% | ½ Step (2.15%) for all step eligible employees | 1.0 – 3.15% | | |
| 2012/2013 | 1.0% | ½ Step (2.15%) plus 3 paid non-contract days | 1.0 – 3.15% (plus 3 paid non-contract days) | | |
| 2013/2014 | 1.75% | Full Step (4.3%), plus top step stipend of \$500.00 | 1.75 (plus \$500-top) – 5.05% | | |
| 2014/2015 | 1.0% | ½ Step (2.15%) in July, 2014, plus ½ Step (2.15%) in January, 2015. Top step stipend of \$500.00 | 1.0 (plus \$500-top) – 5.30% | | |
| 2015/2016 | 0.0% | Full Step (4.3%) | 4.3% for Step eligible | E.O. - \$824.48/Mo. F.F. - \$2209.60 | |
| Total COLA for 10 Years | 14.45% | Full steps (4.3%) negotiated in 4 years; ½ steps (2.15%) neg. in 4 years; two ½ steps neg. in one year. | One way of analyzing “annual wage increases” is to add the COLA adjustment to the step adjustment. | Employer \$\$\$ Contribution Increases in 10 yrs. E.O. = + 70.6% F.F. = + 77.9% | |