

**NCLM SURVEY ON ANTICIPATED COST-OF-LIVING ADJUSTMENTS AND MERIT INCREASES FOR FY 17-18
April 2017**

Survey Analysis	All Respondents	Below 2,500	2,500 - 4,999	5,000 - 9,999	10,000 - 24,999	25,000 - 99,999	100,000 and Over	Undecided	Comments
Number of cities responding	191	89	29	28	24	15	6		Responses represent 43.9% of all cities and towns that have employees. 240 reported last year.
# Cities giving one cost-of-living adjustment in fiscal year	102	40	23	17	14	7	1	24	<p align="center">CPI-U (All Urban Consumers) Previous Average COLA</p> <p>2016 - 1.3% 2009 - 2.7% 2016 - 1.09% 2009 - 0.51%</p> <p>2015 - 0.7% 2008 - 0.1% 2015 - 1.10% 2008 - 2.70%</p> <p>2014 - 1.7% 2007 - 4.1% 2014 - 0.72% 2007 - 2.75%</p> <p>2013 - 1.5% 2006 - 2.5% 2013 - 0.86% 2006 - 2.89%</p> <p>2012 - 1.7% 2005 - 3.4% 2012 - 0.99% 2005 - 2.89%</p> <p>2011 - 2.9% 2004 - 3.3% 2011 - 0.48% 2004 - 2.69%</p> <p>2010 - 1.5% 2003 - 1.9% 2010 - 0.41% 2003 - 2.20%</p>
# Cities giving two cost-of-living adjustments in fiscal year	2	0	1	0	0	1	0	1	
Average cost-of-living anticipated by respondents with one date	1.09%	1.02%	1.55%	1.48%	1.31%	0.92%	0.25%		
Average cost-of-living anticipated by respondents with two dates	2.25%	N/A	2.00%	N/A	N/A	2.50%	N/A		
Number of cities reporting 0% cost-of-living	87	49	6	11	9	7	5		
Average cost-of-living without those reporting 0% adjustment for cities with one date	2.26%	2.46%	2.13%	1.95%	2.22%	2.20%	1.50%		Average Adjustments
									2016 - 2.26% 2011 - 2.29% 2006 - 3.17%
									2015 - 2.21% 2010 - 2.30% 2005 - 2.86%
									2014 - 2.12% 2009 - 2.61% 2004 - 2.63%
									2013 - 2.12% 2008 - 3.27% 2003 - 2.68%
									2012 - 2.67% 2007 - 2.92% 2002 - 2.60%
Range of cost-of-living reported for cities with one date	0.5-5.0%	0.5-5.0%	1.0-5.0%	1.0-3.0%	1.0-3.0%	1.5-1.5%	1.0-1.0%		Range of Adjustments
									2016 - .05 - 5.0% 2011 - 1.0 - 5.0% 2006 - 0.5 - 6.0%
									2015 - 1.0 - 5.0% 2010 - 0.5 - 5.0% 2005 - 1.0 - 5.5%
									2014 - 1.0 - 5.0% 2009 - 1.0 - 5.0% 2004 - 1.0 - 7.5%
									2013 - 1.0 - 5.0% 2008 - 1.0 - 5.0% 2003 - 1.0 - 9.5%
									2012 - 1.0 - 5.0% 2007 - 0.5 - 5.0% 2002 - 1.0 - 10.0%
Average merit increase anticipated	1.17%	0.84%	0.94%	1.49%	1.31%	1.89%	3.10%	2	Anticipated merit increase has decreased by 1.28% compared to last year
Number of employers reporting 0% merit increase	101	59	15	12	10	5	0		47.1% of total respondents to this question reported that they do not plan to recommend any merit adjustment and 1.0% were undecided. Last year 44.2% did not recommend any merit.
Average merit increase without those reporting 0%	3.20%	3.42%	2.58%	3.04%	2.45%	2.80%	3.10%		Average Merit
									2016 - 3.20% 2012 - 2.65% 2008 - 2.82%
									2015 - 2.45% 2011 - 2.42% 2007 - 2.76%
									2014 - 2.53% 2010 - 2.57% 2006 - 2.76%
									2013 - 2.76% 2009 - 2.36% 2005 - 2.79%
Average % of employees receiving merit increase (for towns giving a merit increase)	82.10%	80.90%	68.20%	90.00%	85.30%	80.60%	90.40%		The percentage of municipal employees who will be eligible for a merit increase this year has decreased slightly compared to last year. 2.25% fewer employees will be eligible for merit increases than last year.
Total Average Employee Increase COLA Only	2.48%	2.65%	2.22%	2.29%	2.47%	2.67%	N/A		This is new data this year. This data estimates the total average salary increase employees are likely to receive during the FY. This includes only those organizations who anticipate some sort of increase this FY and takes into consideration both the amount and % of employees who are likely to receive a merit (if offered).
Total Average Employee Increase Merit Only	2.34%	2.42%	1.51%	2.43%	2.14%	2.76%	2.81%		
Total Average Employee Increase COLA + Merit	3.30%	3.63%	3.99%	3.18%	3.17%	2.88%	2.63%		