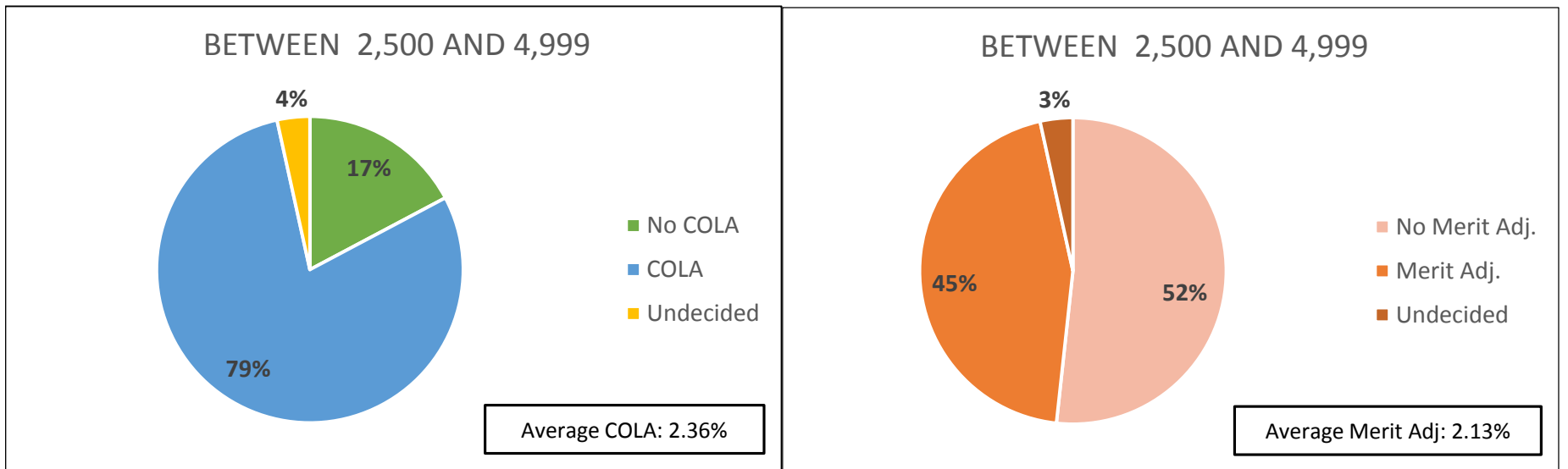
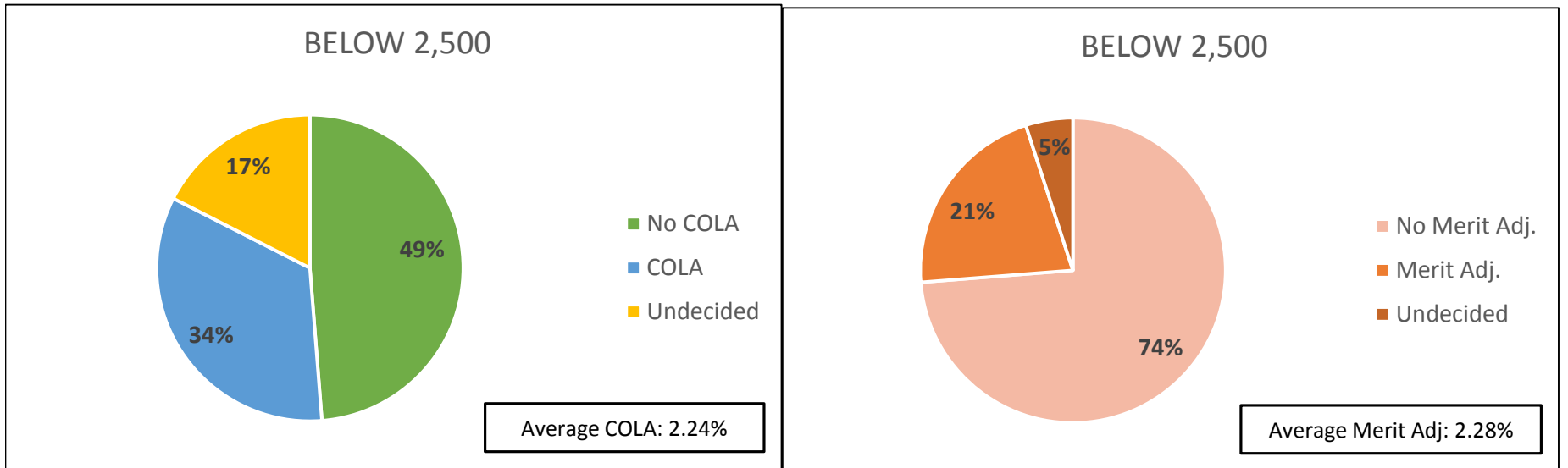


NCLM SURVEY ON ANTICIPATED COST-OF-LIVING ADJUSTMENTS AND MERIT INCREASES FOR FY 18-19
April 2018

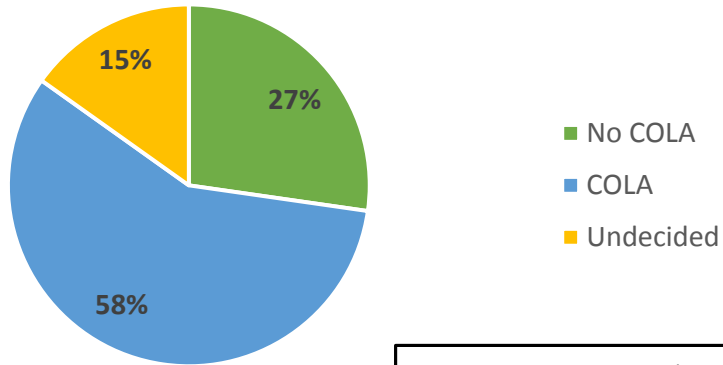
Survey Analysis	All Respondents	Below 2,500	2,500 - 4,999	5,000 - 9,999	10,000 - 24,999	25,000 - 99,999	100,000 and Over	Undecided	Comments
Number of cities responding	204	80	29	33	36	17	9		Responses represent 46.9% of all cities and towns that have employees. 191 reported last year.
# Cities giving one cost-of-living adjustment in fiscal year	93	27	23	19	19	5	0	26	<p align="center"><u>CPI-U (All Urban Consumers)</u> <u>Previous Average COLA</u></p> <p>2017 - 2.11% 2010 - 1.5% 2017 - 1.02% 2010 - 0.41%</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>
# Cities giving two cost-of-living adjustments in fiscal year	0	0	0	0	0	0	0	5	
Average cost-of-living anticipated by respondents with one date	1.29%	0.93%	2.01%	1.66%	1.29%	1.56%	0.00%		
Average cost-of-living anticipated by respondents with two dates	0.00%	N/A	N/A	N/A	N/A	N/A	N/A		
Number of cities reporting 0% cost-of-living	74	38	4	8	14	4	6		
Average cost-of-living without those reporting 0% adjustment for cities with one date	2.32%	2.24%	2.36%	2.36%	2.24%	2.80%	N/A		<p align="center"><u>Average Adjustments</u></p> <p>2017 - 2.25% 2012 - 2.67% 2007 - 2.92%</p> <p>2016 - 2.26% 2011 - 2.29% 2006 - 3.17%</p> <p>2015 - 2.21% 2010 - 2.30% 2005 - 2.86%</p> <p>2014 - 2.12% 2009 - 2.61% 2004 - 2.63%</p> <p>2013 - 2.12% 2008 - 3.27% 2003 - 2.68%</p>
Range of cost-of-living reported for cities with one date	1.0-5.0%	1.0-5.0%	1.5-5.0%	1.5-4.0%	1.0-5.0%	2.0-4.0%	N/A		<p align="center"><u>Range of Adjustments</u></p> <p>2017 - .05 - 5.0% 2012 - 1.0 - 5.0% 2007 - 0.5 - 5.0%</p> <p>2016 - .05 - 5.0% 2011 - 1.0 - 5.0% 2006 - 0.5 - 6.0%</p> <p>2015 - 1.0 - 5.0% 2010 - 0.5 - 5.0% 2005 - 1.0 - 5.5%</p> <p>2014 - 1.0 - 5.0% 2009 - 1.0 - 5.0% 2004 - 1.0 - 7.5%</p> <p>2013 - 1.0 - 5.0% 2008 - 1.0 - 5.0% 2003 - 1.0 - 9.5%</p>
Average merit increase anticipated	1.24%	0.60%	1.11%	1.86%	1.36%	2.11%	2.79%	7	Anticipated merit increase has increased by 0.07% compared to last year.
Number of employers reporting 0% merit increase	87	48	12	9	14	4	0		48.3% of total respondents to this question reported that they do not plan to recommend any merit adjustment and 0.4% were undecided. Last year 47.1% did not recommend any merit.
Average merit increase without those reporting 0%	2.49%	2.28%	2.13%	2.70%	2.32%	3.04%	2.79%		<p align="center"><u>Average Merit</u></p> <p>2017 - 3.20% 2013 - 2.76% 2009 - 2.36%</p> <p>2016 - 3.20% 2012 - 2.65% 2008 - 2.82%</p> <p>2015 - 2.45% 2011 - 2.42% 2007 - 2.76%</p> <p>2014 - 2.53% 2010 - 2.57% 2006 - 2.76%</p>
Average % of employees receiving merit increase (for towns giving a merit increase)	77.02%	70.10%	70.88%	76.50%	84.24%	96.50%	94.85%		The percentage of municipal employees who will be eligible for a merit increase this year has decreased by 5.08% compared to last year.
Total Average Employee Increase COLA Only	2.58%	2.25%	2.65%	2.61%	2.23%	3.33%	N/A		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). COLA Only is up by 0.10%, Merit Only is down by 0.21% and both COLA and Merit is up by 0.68% from last year.
Total Average Employee Increase Merit Only	2.13%	1.89%	1.89%	1.87%	2.36%	3.26%	2.65%		
Total Average Employee Increase COLA + Merit	3.98%	3.92%	3.54%	4.90%	3.52%	5.00%	2.63%		

COLA and Merit Adjustments by Municipal Population Group

*Averages include only those reporting any increase

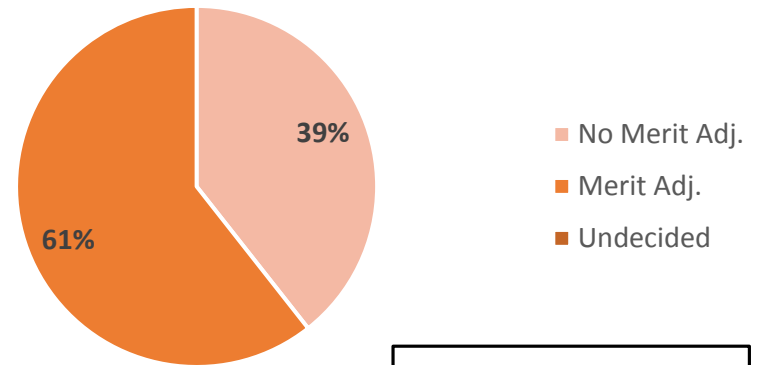


BETWEEN 5,000 AND 9,999



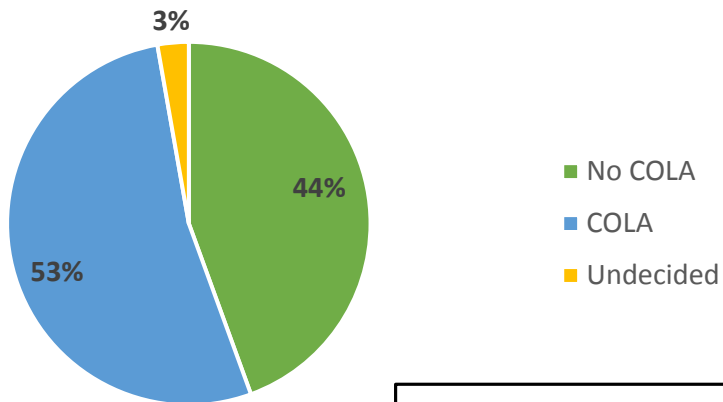
Average COLA: 2.36%

BETWEEN 5,000 AND 9,999



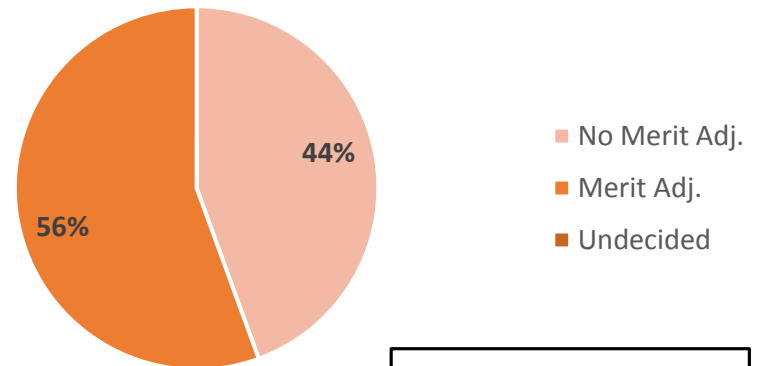
Average Merit Adj: 2.70%

BETWEEN 10,000 AND 24,999



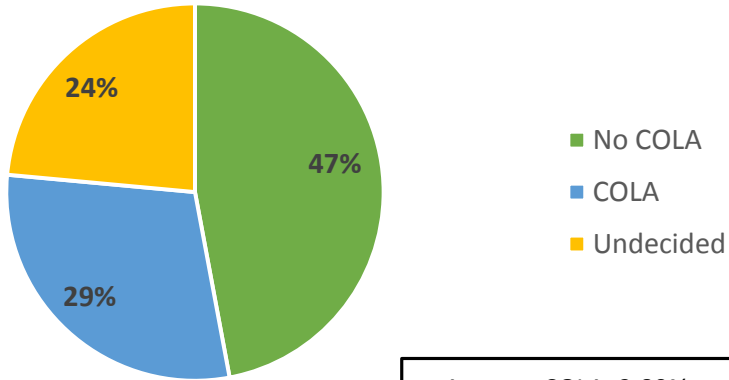
Average COLA: 2.24%

BETWEEN 10,000 AND 24,999



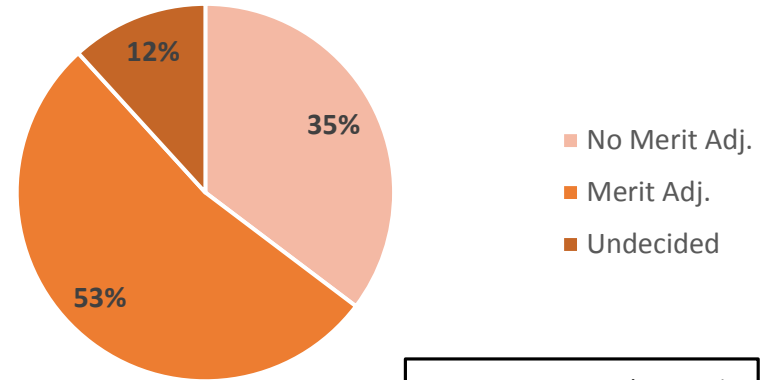
Average Merit Adj: 2.32%

BETWEEN 25,000 AND 99,999



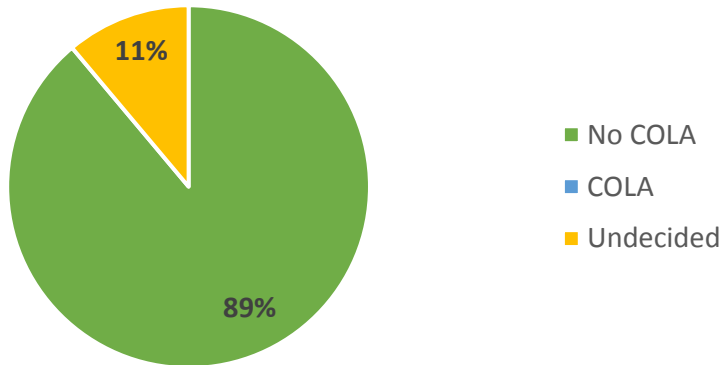
Average COLA: 2.80%

BETWEEN 25,000 AND 99,999

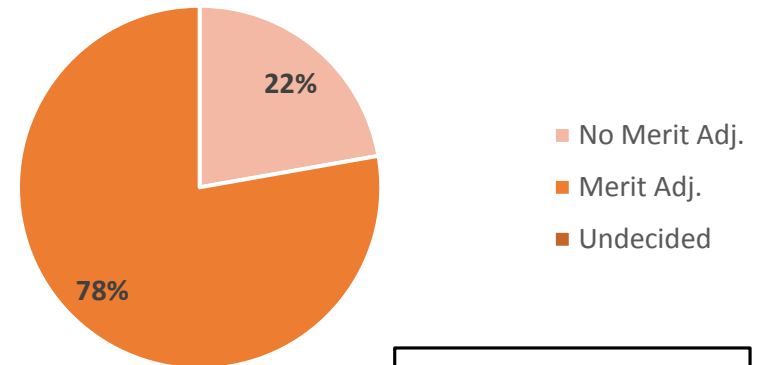


Average Merit Adj: 3.04%

ABOVE 100,000



ABOVE 100,000



Average Merit Adj: 2.79%