

NCLM SURVEY ON ANTICIPATED COST-OF-LIVING ADJUSTMENTS AND MERIT INCREASES FOR FY 19-20 (APRIL 2019)

Municipalities Offering COLA

COLA?	(A) BELOW 2,500	(B) BETWEEN 2,500 AND 4,999	(C) BETWEEN 5,000 AND 9,999	(D) BETWEEN 10,000 AND 24,999	(E) BETWEEN 25,000 AND 99,999	(F) ABOVE 100,000	Total
No	43.14%	14.71%	18.18%	35.48%	44.44%	100.00%	36.62%
Undecided	16.67%	8.82%		6.45%			10.33%
Yes	40.20%	76.47%	81.82%	58.06%	55.56%		53.05%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Range and Average COLA For Those Offering COLA

Population Group	Min of Municipality's Proposed COLA	Max of Municipality's Proposed COLA	Average of Municipality's Proposed COLA
(A) BELOW 2,500	1.50%	5.00%	2.34%
(B) BETWEEN 2,500 AND 4,999	1.00%	3.50%	2.15%
(C) BETWEEN 5,000 AND 9,999	1.00%	4.00%	2.40%
(D) BETWEEN 10,000 AND 24,999	1.00%	4.00%	2.20%
(E) BETWEEN 25,000 AND 99,999	1.00%	3.25%	2.19%
Total	1.00%	5.00%	2.27%

Municipalities Offering Merit Increases

Merit?	(A) BELOW 2,500	(B) BETWEEN 2,500 AND 4,999	(C) BETWEEN 5,000 AND 9,999	(D) BETWEEN 10,000 AND 24,999	(E) BETWEEN 25,000 AND 99,999	(F) ABOVE 100,000	Total
No	67.65%	52.94%	36.36%	45.16%	33.33%	16.67%	54.46%
Undecided	10.78%	8.82%		3.23%			7.04%
Yes	21.57%	38.24%	63.64%	51.61%	66.67%	83.33%	38.50%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Range and Average Merit Increase For Those Offering Merit

Population Group	Min of Municipality's Proposed Merit Increase	Max of Municipality's Proposed Merit Increase	Average of Municipality's Proposed Merit Increase	Average of % Employees Receiving Merit
(A) BELOW 2,500	1.00%	5.00%	2.35%	52.38%
(B) BETWEEN 2,500 AND 4,999	1.00%	5.00%	2.46%	57.08%
(C) BETWEEN 5,000 AND 9,999	0.50%	3.75%	1.98%	76.55%
(D) BETWEEN 10,000 AND 24,999	1.00%	4.00%	2.54%	89.33%
(E) BETWEEN 25,000 AND 99,999	1.00%	4.50%	2.75%	92.08%
(F) ABOVE 100,000	2.00%	4.40%	3.08%	91.75%
Total	0.50%	5.00%	2.45%	71.82%

Survey Response Rate

Population Group	Count of Municipality Respondent	Count of Total Municipalities in Population Group	% Respondents in Pop Group
(A) BELOW 2,500	102	327	31.19%
(B) BETWEEN 2,500 AND 4,999	34	92	36.96%
(C) BETWEEN 5,000 AND 9,999	22	48	45.83%
(D) BETWEEN 10,000 AND 24,999	31	45	68.89%
(E) BETWEEN 25,000 AND 99,999	18	32	56.25%
(F) ABOVE 100,000	6	9	66.67%
Total	213	553	38.52%

The number of respondents increased by 4 percent this year (up from 205 in 2018).

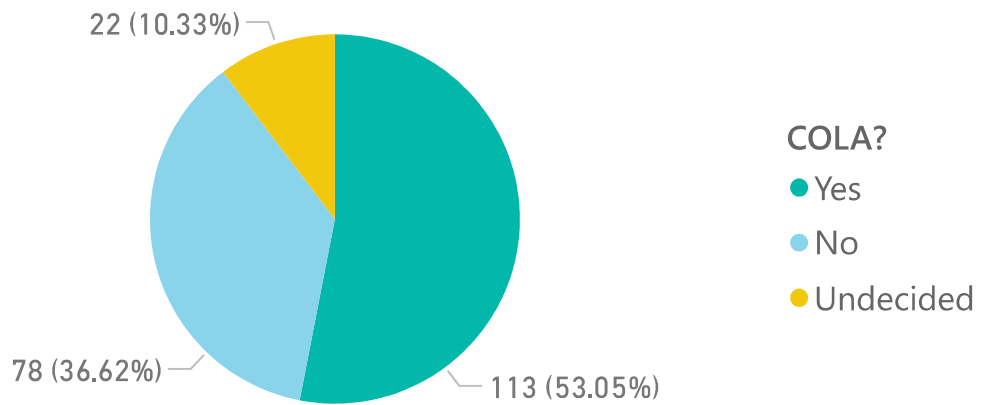
How Many Municipalities Plan to Offer COLAs and/or Merit Increases in Budget Year 2019-20?

Population Group

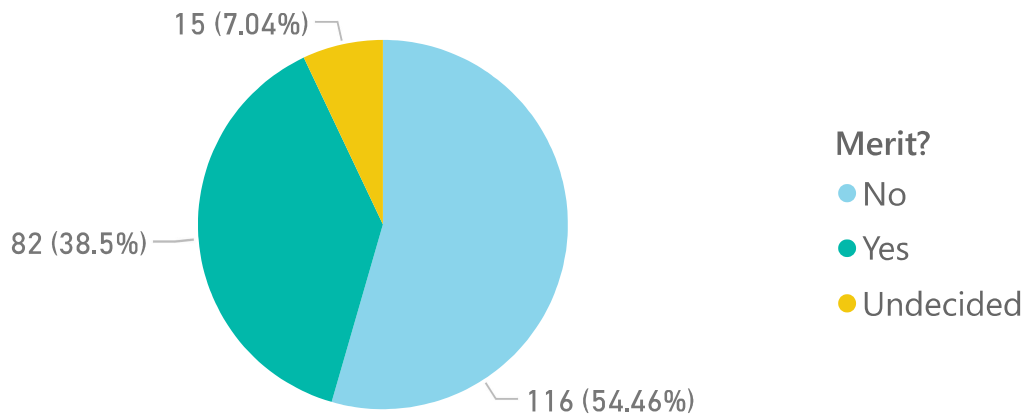
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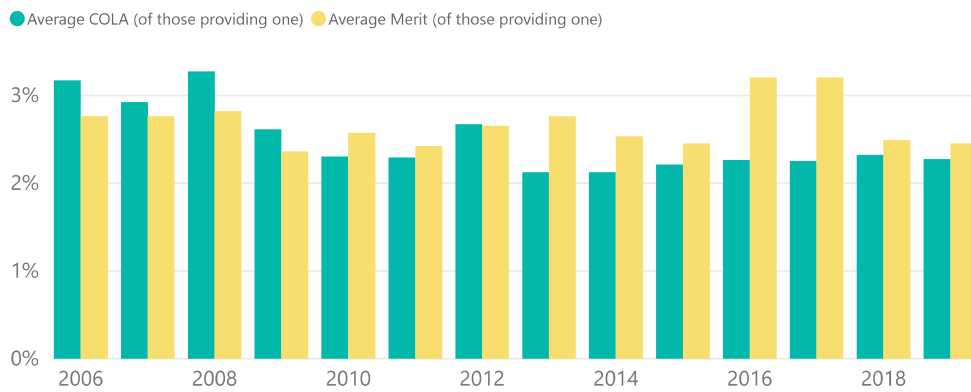
Number of Municipalities Offering COLA



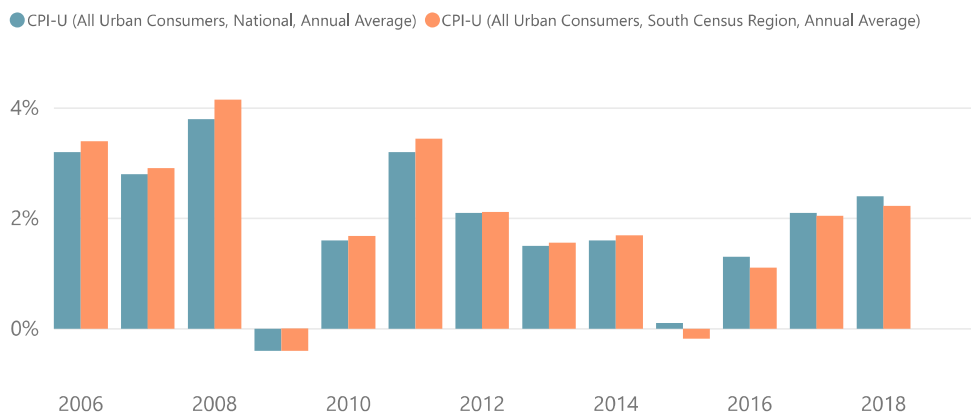
Number of Municipalities Offering Merit Increase



Historical Trend - Average COLA and Merit Proposed



Historical Trend - CPI-U Values



Historical Trend

Year	Average COLA (of those providing one)	Average Merit (of those providing one)	CPI-U (All Urban Consumers, National, Annual Average)	CPI-U (All Urban Consumers, South Census Region, Annual Average)
2006	3.17%	2.76%	3.20%	3.40%
2007	2.92%	2.76%	2.80%	2.91%
2008	3.27%	2.82%	3.80%	4.15%
2009	2.61%	2.36%	-0.40%	-0.40%
2010	2.30%	2.57%	1.60%	1.68%
2011	2.29%	2.42%	3.20%	3.44%
2012	2.67%	2.65%	2.10%	2.12%
2013	2.12%	2.76%	1.50%	1.56%
2014	2.12%	2.53%	1.60%	1.69%
2015	2.21%	2.45%	0.10%	-0.18%
2016	2.26%	3.20%	1.30%	1.11%
2017	2.25%	3.20%	2.10%	2.05%
2018	2.32%	2.49%	2.40%	2.22%
2019	2.27%	2.45%		