

City of Dearborn  
Compensation History - Eleven Year  
Prepared May 2014

Fiscal Year	Calendar		Compounding		Compounding		Compounding	
			Fire	Cumulative	Police	Cumulative	General	Cumulative
2005	2004	July	3.00%	3.00%	3.00%	3.00%	<b>0.00%</b>	0.00%
2006	2005	July	2.00%	5.06%	2.00%	5.06%	<b>0.00%</b>	0.00%
	2006	<b>Jan</b>	2.00%	7.16%		5.06%		0.00%
2007	2006	July	<b>0.00%</b>	7.16%	2.00%	7.16%	1.00%	1.00%
2008	2007	July	2.00%	9.30%	2.00%	9.30%	1.00%	2.01%
2009	2008	July	2.00%	11.49%	<b>0.00%</b>	9.30%	<b>0.00%</b>	2.01%
2010	2009	July	2.00%	13.72%	2.00%	11.49%	1.00%	3.03%
2011	2010	July	3.00%	17.13%	3.00%	14.84%	<b>0.00%</b>	3.03%
2012	2011	July	3.00%	20.65%	3.00%	18.28%	<b>0.00%</b>	3.03%
2013	2012	July	<b>0.00%</b>	20.65%	<b>0.00%</b>	18.28%	<b>0.00%</b>	3.03%
2014	2013	July	<b>0.00%</b>	20.65%	<b>0.00%</b>	18.28%	<b>0.00%</b>	3.03%
2015	2014	July	<b>0.00%</b>	20.65%	<b>0.00%</b>	18.28%	<b>0.00%</b>	3.03%
2016	2015	July						
2017	2016	July						
2018	2017	July						
2019	2018	July						
2020	2019	July						

11 Yr Totals:	<u>19.00%</u>	<u>17.00%</u>	<u>3.00%</u>
11 Yr Avg	1.73%	1.55%	<b>0.27%</b>
14 Yr Totals:	<u>30.00%</u>	<u>28.00%</u>	<u>12.00%</u>
14 Yr Avg	<u>2.14%</u>	<u>2.00%</u>	<u>0.86%</u>

Expired	2001-2013 Police L&S contract expired June 30, 2013
Contract	2001-2014 Police (POAD) Automatic re-opener if personal property tax is eliminated or any other law or constitutional amendment is enacted that ties compliance to revenue sharing or other condition and wage only reopener in third year of contract.
Contract	2001-2014 Fire Contract through June 30, 2015
Contract	2001 - 2014 General Employee Contracts through June 30, 2015.
Notes:	<i>The rates above are associated with base salary (pay rates) exclusively and do not include other compensation or benefit adjustments.</i>
	<i>Concessions (not reflected above) include pay reductions, cost sharing increases for pension and health care, and work schedule changes. City defined benefit and retiree health care programs are all closed, except for Police &amp; Fire that now have the MERS defined benefit plan for new hires.</i>