

**NEW JERSEY PUBLIC EMPLOYMENT RELATIONS COMMISSION
INTEREST ARBITRATION SALARY INCREASE ANALYSIS**

CALENDAR YEAR	INTEREST ARBITRATION AWARDS & AVERAGE ANNUAL SALARY INCREASES							APPEALS OF IA AWARDS (TO PERC)			VOLUNTARY IA SETTLEMENTS & AVERAGE ANNUAL SALARY INCREASES						VOLUNTARY NON-IA SETTLEMENTS & AVERAGE ANNUAL SALARY INCREASES	
	TOTAL	Total Pre-2011	Avg. % Awards Pre-2011	Total Post-2011 Non-2%	Avg. % Awards Post-2011 Non-2%	Total Post-2011 2%	Avg. % Awards Post-2011 2%	TOTAL	Total Pre-2011	Total Post-2011	TOTAL	Total Pre- & Post-2011 Non-2%	Avg. % Pre- & Post-2011 Non-2%	Total Post-2011 2%	Avg. % Post-2011 2%	Avg. % IA Settlements Combined Non-2% & 2%	TOTAL	Avg. % Non-IA Settlements
2017	4	1	1.56% ¹	2	1.68% ¹	1	2.05% ²	2	0	2	5 ³	0	N/A	5	1.86% ¹	1.86% ¹	86 ⁴	3.53% ²
2016	8	2	5.03% ¹	1	1.43% ¹	5	1.94% ²	6	2	4	7 ³	0	N/A	7	2.69% ¹	2.69% ¹	7 ⁴	3.16% ²
2015	6	0	N/A	0	N/A	6	1.71% ²	3	0	3	9 ³	0	N/A	9	1.73% ¹	1.73% ¹	N/A	N/A
2014	12	1	1.69% ¹	5	1.74% ¹	6	1.69% ²	5	1	4	16 ³	5	1.93% ¹	11	1.47% ¹	1.61% ¹	N/A	N/A
2013	27	15	1.87% ¹	1	1.16% ¹	11	1.89% ²	9	3	6	8 ³	5	1.85% ¹	3	2.13% ¹	1.96% ¹	N/A	N/A
2012	37	20	1.85% ¹	9	1.59% ¹	8	1.99% ²	22	5	17	29 ³	13	1.86% ¹	16	1.78% ¹	1.82% ¹	N/A	N/A
TOTAL / AVG.	94	39	2.01%	18	1.61%	37	1.86%	47	11	36	74	23	1.87%	51	1.86%	1.86%	93	3.50%
	All calculations are based on actual awards or settlements received.																	
CHART KEY:	<p>Pre 2011: IA petitions filed prior to January 1, 2011 are not subject to fast track resolution or 2% annual base salary increase cap. Post 2011: IA petitions filed after December 31, 2010 are subject to fast track resolution. Post 2011 2%: IA petitions filed after December 31, 2010 for contracts expired after December 31, 2010 are subject to fast track resolution and 2% salary cap.</p>																	
	1 - May or may not include increases due to increments/steps or longevity.																	
	2 - These Average Annual Salary Increase Percentages include any increases due to increments/steps, longevity, and other raises.																	
	3 - Includes only settlements in impasses for which an interest arbitrator was assigned.																	
	4 - Includes only settlements made without filing for interest arbitration and submitted on fully completed 2016 revised Summary Form.																	