

**City of Carmel-by-the-Sea
Historical Salary Adjustments
General Bargaining Unit**

Term of Contract	Effective date of Salary Adjustment	Salary Adjustments	
1997-1998	Resolution Only	Resolution Only	
July 1, 1998 - June 30, 1999	July 1, 1998	3.25%	
July 1, 1999 - June 30, 2000	July 1, 1999	3.50%	
January 1, 2001 - June 30, 2004	July 1, 2001	3.00%	
	July 1, 2002	3.00%	
	July 1, 2003	3.00%	
July 1, 2005 - June 30, 2006	July 1, 2005	1.00%	
July 1, 2006 - June 30, 2007	July 1, 2006	3.00%	
July 1, 2007 - June 30, 2009	July 1, 2007	3.00%	
	January 1, 2008	3.00%	
	July 1, 2009	4.00%	
July 1, 2010 - June 30, 2011	July 1, 2010	3.00%	
July 1, 2011 - June 30, 2012	N/A	0.00%	
July 1, 2012 - March 31, 2013 (extension)	N/A	0.00%	
July 1, 2013 - June 30, 2014	N/A	0% + Incentive Amount (\$480 -	
July 1, 2014 - December 31, 2016	July 1, 2014	3.00%	18.75%
	January 1, 2016	3.00%	
January 1, 2017 - June 30, 2019	January 1, 2017	2.00%	
	January 1, 2018	2.00%	
	January 1, 2019	2.00%	
January 1, 2020 - June 30, 2020	January 1, 2020	3.50%	
	January 1, 2021	2.00%	
	January 1, 2022	1.25%	