

KSBA 1-6

Year	Annual Wage Increase
2014	3.35%*
2013	3.00%
2012	2.67%
2011	3.20%
2010	2.00%
2009	0.00%
2008	3.70%
2007	3.60%
2006	3.50%
2005	3.00%

* Includes 0.35% for promotion/equity adjustments.