# Colorado State University Ten (10) Year Summary of Salary Increases and Fringe Benefit Rates

| Education and General | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| Faculty Salaries | 2.00% | 1.80% | 2.25% | 2.50% | 4.00% | 0.00% | 3.00% | 3.00% | 5.00% | 1.00% |
| State Classified Salaries | 2.00% [1] | 0.00% [2] | 2.51% [3] | 3.00% | 3.00% [5] | 0.00% [6] | 3.00% [7] | 3.00% [8] | 5.00% [9] | 3.00% [10] |
| Graduate Assistant Stipend | 2.00% | 1.80% | 2.25% | 2.50% | 4.00% | 0.00% | 3.00% | 3.00% | 5.00% | 1.00% |

## State Classified Salaries

**1** Across-The-Board Pay Increase 1.0%; Merit averaged 1.0% based on performance rating within pay ranges for quartiles 1-4 with a rating level of 2 or 3. Employees in 4th Quartile or Saved Pay or those above range maximum received one-time non-base payouts rather than base building increases.

**2** No merit or across-the-board increases for State Classified Employees. Increases limited to only being for state classified employees impacted by the State of Colorado's decision to raise the floor minimum pay range for some classifications. Employees in Facilities Management and Housing and Dining Services Custodian Classifications were primarily the group of employees impacted.

**3** Across-The-Board Pay Increase 1.75%; Merit averaged 0.76% based on performance rating within pay ranges for quartiles 1-4 with a rating level of 2 or 3. Employees in 4th Quartile or Saved Pay or those above range maximum received one-time non-base payouts rather than base building increases.

**4** Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

**5** Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

**6** No salary survey or merit increases were given in FY21 due to economic impact caused by the COVID-19 pandemic.

**7** Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

**8** Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

**9** Across the Board Pay Increase 5% only, no merit component. Pay range classification minimum has been raised to $15.75/hour ($32,760/year) for all state classified classifications. In cases where a 5% raise would increase the salary above the new maximum for the classification, the July 1 salary will equal the new maximum, and the employee will receive a one-time lump sum payment equal to the difference between the maximum and the full 5% increase, adjusted to the employee's full time equivalent.

**10** Across-the-Board Increase 3% only. Employee's below their minimums have been raised. Step increases were provided based on the length of service in their classification, giving employees an additional raise to reflect their years of service.

## History of Salary Increase Implementation

2015-16: Full year implemented.

2016-17: Full year implemented for Faculty, Admin Pro, and Grad Assistants. No increases for State Classified except as noted under Footnote 5.

2017-18: Full year implemented.

2018-19: Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified employees received a 3% Across the Board increase.

2019-20: Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified received a 3% Across-the-Board increase.

2020-21: Pay freeze for all employees due to economic impact caused by COVID-19 pandemic.

2021-22: Six month delay in merit increases for Faculty and Administrative Professionals. Full year implemented for Grad Assistants. State Classified employees received a 3% Across-the-Board increase.

2022-23: Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified received a 3% Across-the-Board increase.

2023-24: Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified received a 5% Across-the-Board increase.

2024-25: Full year implemented for Faculty, Admin Pro, and Grad Assistants. All Faculty/AP were eligible for an increase of either a 0% or 1%. State Classified received a 3% Across-the-Board increase.

| Fringe Benefit Rates | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| Faculty | 25.4% | 24.7% | 27.6% | 28.2% | 28.7% | 27.1% | 26.7% | 28.6% | 28.0% | 27.4% |
| Administrative Professionals | 25.4% | 24.7% | 27.6% | 28.2% | 28.7% | 27.1% | 26.7% | 28.6% | 28.0% | 27.4% |
| 2nd YR Post Doc & Interns | 25.4% | 24.7% | 27.6% | 28.2% | 28.7% | 27.1% | 26.7% | 28.6% | 28.0% | 27.4% |
| State Classified | 39.9% | 39.6% | 42.6% | 41.7% | 43.1% | 45.9% | 48.2% | 54.0% | 50.5% | 45.5% |
| Graduate Students | 7.2% | 8.5% | 10.5% | 10.6% | 8.4% | 9.5% | 10.0% | 8.4% | 7.5% | 8.5% |
| Temp 1st YR Fac & AP | 14.1% | 13.6% | 13.4% | 13.9% | 14.2% | 13.5% | 13.0% | 14.8% | 13.8% | 12.7% |
| 1st YR Post Doc | 4.0% | 2.9% | 13.2% | 13.5% | 14.1% | 13.6% | 13.0% | 14.8% | 13.8% | 12.7% |
| Student Hourly | 0.6% | 0.3% | 0.9% | 0.7% | 1.1% | 0.9% | 0.2% | 0.9% | 1.2% | 0.9% |
| Non-student Hourly | 20.8% | 25.5% | 26.5% | 27.6% | 27.8% | 27.4% | 25.9% | 31.1% | 31.6% | 22.3% |
| Workstudy | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |