

Colorado State University Summary of Salary Increases

<u>Education and General</u>	<u>2001-2002</u>	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Faculty Salaries	5.0%	5.0%	0.0%	2.0%	4.3%	3.0%	5.0%	5.0%	0.0%	0.0%	0.0%	3.0%	3.0%	2.5%	2.0%	1.8%	2.25%	2.50%
State Classified Salaries	6.6%¹	6.6%²	0.0%³	3.1%⁴	3.0%⁵	3.1%⁶	4.2%⁷	4.3%⁸	0.0%¹⁹	0.0%¹⁰	0.0%¹¹	0.0%¹²	3.5%¹³	3.6%¹⁴	2.0%¹⁵	0.0%¹⁶	2.51%¹⁷	3.0%¹⁸
Graduate Assistant Stipend	5.0%	5.0%	0.0%	2.0%	4.3%	3.0%	5.0%	5.0%	0.0%	0.0%	0.0%	3.0%	3.0%	2.5%	2.0%	1.8%	2.25%	2.50%

State Classified Salaries

- 1 Salary survey averaged 4.5%. Merit increase of 2.1%
- 2 Salary survey averaged 5.1%. Merit increase of 1.5%.
- 3 No salary survey or merit increases were given in FY04.
- 4 1.1% Pay for performance and pay range adjustment to Dec 2003 salary survey. Merit increase of 2% across the board.
- 5 Merit increases of 3% across the board. No Pay for Performance payouts.
- 6 Salary survey averaged 3.1%. No Pay for Performance payouts.
- 7 Salary survey averaged 3.1%, 0.1% for below new range minimum salary adjustments. Achievement pay (merit) 1%; Non-base achievement pay for Level 4 (outstanding employees) 2%.
- 8 Salary survey averaged 3.2%, .08% for below new range minimum salary adjustments. Achievement pay (merit) of 1%; Non-base achievement pay for Level 3 (new rating system for outstanding employees) 2%.
- 9 No salary survey or merit increases were given in FY10.
- 10 No salary survey or merit increases were given in FY11.
- 11 No salary survey or merit increases were given in FY12.
- 12 Non-base incentive pay of 3% for evaluation levels 2 & 3 in FY13.
- 13 Cost of Living Adjustment (COLA) 2%; Merit averaged 1.5% based on performance rating and placement within current salary ranges for quartiles 1-3, rating level 2. Non-base payouts to employees in 4th quartile and those above range maximum.
- 14 Across-The-Board Pay Increase 2.5%; Merit averaged 1.1% 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.
- 15 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.
- 16 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.
- 17 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.
- 18 Across the Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

History of Salary Increase Implementation

2001-02:	Full year implemented
2002-03:	Full year implemented
2003-04:	Pay freeze for all employees
2004-05:	Full year implemented. Faculty & Admin Pro also received a 2% one-time, non-base salary increase
2005-06:	Full year implemented
2006-07:	Full year implemented
2007-08:	Full year implemented
2008-09:	Full year implemented
2009-10:	Pay freeze for all employees
2010-11:	Pay freeze for all employees
2011-12:	Pay freeze for all employees
2012-13:	Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified (CSU only, not statewide) received a 3% one-time, non-base salary increase.
2013-14:	Full year implemented.
2014-15:	Full year implemented.
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 16.
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.

Fringe Benefit Rates

2001-02	Multiple rates; Faculty - 19.1%, State Classified - 19.1%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.9%, Student Hourly - 0.8%, Non-student Hourly - 12.6%, Workstudy - 0%
2002-03	Multiple rates; Faculty - 19.6%, State Classified - 18.2%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.5%, Student Hourly - 0.8%, Non-student Hourly - 11.3%, Workstudy - 0%
2003-04	Multiple rates; Faculty - 20%, State Classified - 18.2%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.6%, Student Hourly - 0.9%, Non-student Hourly - 12.1%, Workstudy - 0%
2004-05	Multiple rates; Faculty - 20.1%, State Classified - 18%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.9%, Student Hourly - 1.3%, Non-student Hourly - 13.3%, Workstudy - 0%
2005-06	Multiple rates; Faculty - 20.3%, State Classified - 20.5%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.6%, Student Hourly - 1.2%, Non-student Hourly - 13.1%, Workstudy - 0%
2006-07	Multiple rates; Faculty - 20.4%, State Classified - 22.2%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.3%, Student Hourly - 1.2%, Non-student Hourly - 13.3%, Workstudy - 0%
2007-08	Multiple rates; Faculty - 22.3%, State Classified - 25.4%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 4.2%, Student Hourly - 1.2%, Non-student Hourly - 14.3%, Workstudy - 0%
2008-09	Multiple rates; Faculty - 24.4%, State Classified - 27.7%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 4.3%, Student Hourly - .8%, Non-student Hourly - 14.8%, Workstudy - 0%
2009-10	Multiple rates; Faculty - 25.1%, State Classified - 27.7%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 4.6%, Student Hourly - .6%, Non-student Hourly - 14.2%, Workstudy - 0%
2010-11	Multiple rates; Faculty - 26.0%, State Classified - 25.9%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 5.5%, Student Hourly - .5%, Non-student Hourly - 11.4%, Workstudy - 0%
2011-12	Multiple rates; Faculty - 26.3%, State Classified - 27.0%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 5.8%, Student Hourly - .9%, Non-student Hourly - 13.2%, Workstudy - 0%
2012-13	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 24.1%, State Classified - 33.1%, Graduate Students - 5.1%, Temporary 1st YR Faculty & Admin Pro - 2.2%, 1st YR Post Doc & Interns - 9.2%, Student Hourly - 1.0%, Non-student Hourly - 17.7%, Workstudy - 0%
2013-14	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 22.8%, State Classified - 35%, Graduate Students - 4.9%, Temporary 1st YR Faculty & Admin Pro - 1.5%, 1st YR Post Doc & Interns - 18.7%, Student Hourly - 0.8%, Non-student Hourly - 17.4%, Workstudy - 0%
2014-15	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 25.3%, State Classified - 36.7%, Graduate Students - 8.0%, Temporary 1st YR Faculty & Admin Pro - 8.0%, 1st YR Post Doc & Interns - 17.3%, Student Hourly - 1.0%, Non-student Hourly - 15.5%, Workstudy - 0%
2015-16	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 25.4%, State Classified - 39.9%, Graduate Students - 7.2%, Temporary 1st YR Faculty & Admin Pro - 14.1%, 1st YR Post Doc & Interns - 4.0%, Student Hourly - 0.6%, Non-student Hourly - 20.8%, Workstudy - 0%
2016-17	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 24.7%, State Classified - 39.6%, Graduate Students - 8.5%, Temporary 1st YR Faculty & Admin Pro - 13.6%, 1st YR Post Doc & Interns - 2.9%, Student Hourly - 0.3%, Non-student Hourly - 25.5%, Workstudy - 0%
2017-18	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 27.6%, State Classified - 42.6%, Graduate Students - 10.5%, Temporary 1st YR Faculty & Admin Pro - 13.4%, 1st YR Post Doc & Interns - 13.2%, Student Hourly - 0.9%, Non-student Hourly - 26.5%, Workstudy - 0%
2018-19	Multiple rates; Faculty/AP/2nd YR Post Doc & Interns - 28.2%, State Classified - 41.7%, Graduate Students - 10.6%, Temporary 1st YR Faculty & Admin Pro - 13.9%, 1st YR Post Doc & Interns - 13.5%, Student Hourly - 0.7%, Non-student Hourly - 27.6%, Workstudy - 0%