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

Education and General	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Faculty Salaries	3.00%	2.50%	2.00%	1.80%	2.25%	2.50%	4.00%	0.00%	3.00%	3.00%
State Classified Salaries	3.50% [1]	3.60% [2]	2.00% [3]	0.00% [4]	2.51% [5]	3.00% [6]	3.00% [7]	0.00% [8]	3.00% [9]	3.00% [10]
Graduate Assistant Stipend	3.00%	2.50%	2.00%	1.80%	2.25%	2.50%	4.00%	0.00%	3.00%	3.00%

State Classified Salaries

[1] 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.

[2] 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.

[3] 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.

[4] 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.

[5] 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.

[6] Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

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

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

[9] Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

[10] Across-the-Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

History of Salary Increase Implementation

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 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.

Fringe Benefit Rates	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Faculty	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%	26.7%	28.6%
Administrative Professionals	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%	26.7%	28.6%
2nd YR Post Doc & Interns	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%	26.7%	28.6%
State Classified	35.0%	36.7%	39.9%	39.6%	42.6%	41.7%	43.1%	45.9%	48.2%	54.0%
Graduate Students	4.9%	8.0%	7.2%	8.5%	10.5%	10.6%	8.4%	9.5%	10.0%	8.4%
Temp 1st YR Fac & AP	1.5%	8.0%	14.1%	13.6%	13.4%	13.9%	14.2%	13.5%	13.0%	14.8%
1st YR Post Doc	18.7%	17.3%	4.0%	2.9%	13.2%	13.5%	14.1%	13.6%	13.0%	14.8%
Student Hourly	0.8%	1.0%	0.6%	0.3%	0.9%	0.7%	1.1%	0.9%	0.2%	0.9%
Non-student Hourly	17.4%	15.5%	20.8%	25.5%	26.5%	27.6%	27.8%	27.4%	25.9%	31.1%
Workstudy	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%