Colorado State University Summary of Salary Increases

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</thead>
<tbody>
<tr>
<td>Faculty Salaries</td>
<td>4.0%</td>
<td>5.0%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>2.0%</td>
<td>4.3%</td>
<td>3.0%</td>
<td>5.0%</td>
<td>5.0%</td>
<td>0.0%</td>
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<td>3.0%</td>
<td>3.0%</td>
<td>3.0%</td>
<td>2.5%</td>
<td>2.0%</td>
<td>1.8%</td>
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<tr>
<td>State Classified Salaries</td>
<td>6.1%</td>
<td>6.6%</td>
<td>6.6%</td>
<td>0.0%</td>
<td>3.1%</td>
<td>3.0%</td>
<td>3.1%</td>
<td>4.2%</td>
<td>4.3%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>3.5%</td>
<td>14%</td>
<td>3.6%</td>
<td>15%</td>
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<tr>
<td>Graduate Assistant Stipend</td>
<td>5.0%</td>
<td>5.0%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>2.0%</td>
<td>4.3%</td>
<td>3.0%</td>
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<td>3.0%</td>
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<td>3.0%</td>
<td>2.5%</td>
<td>2.0%</td>
<td>1.8%</td>
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State Classified Salaries

1. Salary survey averaged 4.1%. Merit increase of 2.0%.
2. Salary survey averaged 4.5%. Merit increase of 2.1%.
3. Salary survey averaged 5.1%. Merit increase of 1.5%.
4. No salary survey or merit increases were given in FY04.
5. 1.1% Pay for performance and pay range adjustment to Dec 2003 salary survey. Merit increase of 2% across the board.
6. Merit increases of 3% across the board. No Pay for Performance payouts.
7. Salary survey averaged 3.1%. No Pay for Performance payouts.
8. Salary survey averaged 3.1%, 0.1% for below new range minimum salary adjustments.
9. Achievement pay (merit) of 1%. Also a 2% non-base achievement pay for Level 4, outstanding employees.
10. Also a 2% non-base achievement pay for Level 3 (new rating system), outstanding employees.
11. No salary survey or merit increases were given in FY11.
12. No salary survey or merit increases were given in FY12.
13. Non-base incentive pay of 3% for evaluation levels 2 and 3 in FY13.
14. 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.
15. 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.
16. Across-The-Board Pay Increase of 1%; Merit averaged 1.0% based on performance ratings 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.
17. 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.

Fringe Benefit Rates

2000-01: Multiple rates; Faculty - 18.2%, State Classified - 20.6%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 4.0%, Student Hourly - 1.3%, Non-student Hourly - 14.0%, Workstudy - 0%
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 - 1.3%, 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 - 3.0%, Student Hourly - 0.9%, Non-student Hourly - 12.1%, Workstudy - 0%
2004-05: Multiple rates; Faculty - 20%, State Classified - 20%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 3.9%, 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 - 22.8%, 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 - 22.9%, State Classified - 25.4%, Graduate Students/Temporary 1st Year Faculty and Admin Professional/1st year Post Doc - 4.3%, Student Hourly - 14.8%, Workstudy - 0%
2009-10: Multiple rates; Faculty - 25.1%, State Classified - 27.7%, Student Hourly - 27.7%, Non-student Hourly - 4.3%, 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 - 5.0%, 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 - 9.0%, Non-student Hourly - 13.2%, Workstudy - 0%
2012-13: Multiple rates; Faculty/AP/2nd year Post Doc & Interns - 24.1%, State Classified - 33.1%, Graduate Students - 5.1%, Temporary 1st Year Faculty and Admin Professional - 2.2%, 1st year Post Doc & Interns - 9.2%, Student Hourly - 1.0%, Non-student Hourly - 17.7%, Workstudy - 0%
2013-14: Multiple rates; Faculty/2nd year Post Doc & Interns - 22.8%, State Classified - 35.3%, Graduate Students - 4.9%, Temporary 1st Year Faculty and Admin Professional - 1.5%, 1st year Post Doc & Interns - 18.7%, Student Hourly - 0.8%, Non-student Hourly - 17.4%, Workstudy - 0%
2014-15: Multiple rates; Faculty/2nd year Post Doc & Interns - 25.3%, State Classified - 36.7%, Graduate Students - 8.0%, Temporary 1st Year Faculty and Admin Professional - 8.0%, 1st year Post Doc & Interns - 17.3%, Student Hourly - 1.0%, Non-student Hourly - 15.5%, Workstudy - 0%
2015-16: Multiple rates; Faculty/2nd year Post Doc & Interns - 25.4%, State Classified - 39.9%, Graduate Students - 7.2%, Temporary 1st Year Faculty and Admin Professional - 14.1%, 1st year Post Doc & Interns - 4.0%, Student Hourly - 0.6%, Non-student Hourly - 20.1%, Workstudy - 0%
2016-17: Multiple rates; Faculty/2nd year Post Doc & Interns - 24.7%, State Classified - 39.0%, Graduate Students - 8.5%, Temporary 1st Year Faculty and Admin Professional - 13.6%, 1st year Post Doc & Interns - 2.9%, Student Hourly - 0.3%, Non-student Hourly - 25.5%, Workstudy - 0%
2017-18: Multiple rates; Faculty/2nd year Post Doc & Interns - 27.6%, State Classified - 42.6%, Graduate Students - 10.5%, Temporary 1st Year Faculty and Admin Professional - 13.4%, 1st year Post Doc & Interns - 13.2%, Student Hourly - 0.9%, Non-student Hourly - 26.5%, Workstudy - 0%