

## SALARY ADJUSTMENT HISTORY

- **FY02:** No ATB
- **FY03:** 2.5% ATB
- **FY04:** No ATB
- **FY05:** 2% ATB
- **FY06:** 2% ATB
- **FY07:**
  - 2.75% ATB
  - .25% of salary increase budget (3% of salaries) for equity
- **FY08:** 4.5% salary increase pool - 4% merit, .2% equity, .3% special cases
- **FY09:**
  - Faculty: 4.2% salary increase pool: 4% merit and .2% equity
  - Staff:
    - 4.0% salary increase pool
    - \$178,000 for adjustment to the minimum of the new compensation system pay grades
  - Both faculty and staff used the compensation matrix
- **FY10:** No ATB
- **FY11:** No ATB
- **FY12:**
  - Faculty and Staff: 1.2% plus \$400 ATB (January 2012)
  - Staff:
    - 6.6% adjustment to salary range minimums and maximums
    - \$500 minimum increase to those below the new minimum (July 2011)
    - \$500 to those in Quartile 1 of their salary range (October 2011)
- **FY13:**
  - Faculty and Staff: 2% ATB (January 2013)
  - Staff: 1% adjustment to salary range minimums and maximums
- **FY14:**
  - Faculty and Staff: 2% ATB (July 2013)
  - Staff: 1% adjustment to salary range minimums and maximums
- **FY15:**
  - Faculty and Staff: 1.5% ATB (July 2014)
  - Staff:
    - 1.2% adjustment to salary range minimums and maximums
    - \$480 to those in a pay grade with a minimum salary less than \$30,000 and whose salary was below the midpoint of their pay grade

- **FY16:**
  - Faculty and Staff: 1.8% ATB (July 2015)
  - Faculty:
    - PSIP \$80,760 with fringe (\$60,000 salary)
    - Non-tenure track faculty increases \$142,163.17 with fringe (\$105,619 salary)
    - Cost center-funded equity increases \$127,272 with fringe (\$94,556 salary)
  - Staff:
    - 1.8% adjustment to salary range minimums and maximums
    - Centrally-funded merit/equity increases \$225,000 with fringe (\$167,162 salary)
    - Cost center-funded merit/equity increases \$170,924 with fringe (\$126,987 salary)
  
- **FY17:**
  - Faculty and Staff:
    - 2% ATB (July 2016)
    - Cost center-funded equity increases \$282,197 with fringe (\$209,656 salary)
  - Faculty:
    - PSIP \$80,760 with fringe (\$60,000 salary)
    - Promotions \$232,858 with fringe (\$173,000 salary)
  - Staff:
    - 1.8% adjustment to salary range minimums and maximums
    - Centrally-funded discretionary pool \$250,000 with fringe (\$185,735 salary)
  
- **FY18:**
  - No ATB
  - Faculty:
    - PSIP \$34,010 with fringe (\$25,000 salary)
    - Promotions \$182,454 with fringe (\$134,000 salary)
  - Staff:
    - 2.1% adjustment to salary range minimums and maximums
  
- **FY19:**
  - Faculty and Staff:
    - \$700 one-time retention payment (August 2018)
    - Cost center-funded equity increases \$291,310 with fringe (\$213,101 salary; July/August 2018)
    - 1% plus \$600 ATB (January/February 2019)
  - Faculty
    - PSIP \$41,010 with fringe (\$30,000 salary)
    - Promotions \$178,831 with fringe (\$172,500 salary)
  - Staff:
    - Cost-center funded equity increases \$144,969 with fringe (\$106,042 salary) (January/February 2019)
  - Minimum Wage Adjustment to \$8.60/Hour (January 2019)
    - Student Employees \$326,194
    - Part-time Employees \$30,714

- **FY20**
  - Faculty and Staff: 1.9% ATB (July/August 2019)
  - Faculty
    - PSIP \$34,475 with fringe (\$25,000 salary)
    - Promotions \$337,165 with fringe (\$244,500 salary)
    - Cost center-funded equity increases \$161,383 with fringe (\$117,029 salary; January/February 2020)
  - Staff
    - 4.5% adjustment to salary range minimums and maximums
    - Cost center-funded equity increases \$114,970 with fringe (\$83,372 salary; January/February 2020)
  - Graduate Assistants
    - 1.9% adjustment to stipends
  - Minimum Wage Adjustment to \$9.35/Hour (January 2020)
    - Student Employees: \$583,360
    - Part-time Employees: \$70,315
- **FY21**
  - Faculty and Staff: \$600 ATB (January/February 2021)
  - Faculty
    - PSIP \$33,750 including fringe
    - Promotions \$292,595 including fringe
  - Staff
    - 2.5% increase to salary range minimums and maximums
  - Minimum Wage Adjustment to \$10.30/Hour (January 2021)
    - Student Employees: \$205,667 to \$583,360 (estimate, varies due to pandemic)
    - Part-time Employees: \$25,354 to \$70,315 (estimate, varies due to pandemic)
- **FY22**
  - Faculty and Staff: 3% ATB (July/August 2021)
  - Faculty
    - PSIP \$35,000 including fringe (\$25,000 salary)
    - Promotions \$292,600 including fringe (\$209,000 salary)
    - Cost center-funded equity increases \$365,775 including fringe (\$261,268 salary; July/August 2021)
  - Staff
    - 1.8% adjustment to salary range minimums and maximums
    - Cost center-funded equity increases \$202,780 including fringe (\$144,843 salary; July/August 2021)
  - Graduate Assistants
    - 3% adjustment to stipends
  - Minimum Wage Adjustment to \$11.15/Hour (January 2022)
- **FY23**
  - Faculty and Staff:
    - 4% ATB (July/August 2022)
    - \$1,000 one-time retention payment (December 2022)
  - Faculty
    - PSIP \$28,400 including fringe (\$20,000 salary)
    - Promotions \$402,570 including fringe (\$283,500 salary)
    - Cost center-funded equity increases \$258,440 including fringe (\$182,000 salary; July/August 2022)
  - Staff
    - 2.7% adjustment to salary range minimums and maximums
    - \$15/Hour Minimum Adjustment \$563,137 including fringe (\$396,575 salary)
    - Cost center-funded equity increases \$638,537 including fringe (\$449,674 salary; July/August 2022)
  - Graduate Assistants
    - 4% adjustment to stipends

- **FY24**
  - Faculty and Staff:
    - 5% ATB (July/August 2023)
    - \$1,500 one-time retention payment (December 2023)
  - Faculty
    - PSIP \$14,310 including fringe (\$10,000 salary)
    - Promotions \$432,162 including fringe (\$302,000 salary)
    - Cost center-funded equity increases \$104,164 including fringe (\$72,791 salary; July/August 2023)
    - Centrally funded equity increases \$234,684 including fringe (\$164,000 salary; July/August 2023)
  - Staff
    - 4.7% adjustment to salary range minimums and maximums except \$15 minimum maintained
    - Cost center-funded equity increases \$672,165 including fringe (\$469,717 salary; July/August 2023)
    - Centrally funded equity increases \$49,418 including fringe (\$34,534 salary; July/August 2023)
    - Cost center-funded equity increases \$315,576 including fringe (\$220,528 salary; January 2024)
  - Graduate Assistants
    - 5% adjustment to stipends
  - Minimum Wage Adjustment to \$12.00/Hour (July 2023)
- **FY25**
  - Faculty and Staff:
    - 3% ATB (July/August 2024)
  - Faculty
    - PSIP \$14,450 including fringe (\$10,000 salary)
    - Promotions \$440,725 including fringe (\$305,000 salary)
    - Cost center-funded equity increases \$221,374 including fringe (\$153,200 salary; July/August 2024)
  - Staff
    - Benchmarked midpoints and adjusted salary range minimums and maximums \$142,670 including fringe (\$98,734 salary; July 2024)
    - Cost center-funded equity increases \$403,448 including fringe (\$279,203 salary; July/August 2024)
  - Minimum Wage Adjustment to \$12.30/Hour (July 2024)
- **FY26**
  - Faculty and Staff:
    - \$600 ATB (July/August 2025)
  - Faculty
    - PSIP \$59,120 including fringe (\$40,000 salary, July/August 2025)
    - Promotions \$419,013 including fringe (\$283,500 salary, July/August 2025)
  - Staff
    - Benchmarked midpoints and adjusted salary range minimums and maximums \$9,718 including fringe (\$6,575 salary; July 2025)
  - Minimum Wage Adjustment to \$13.75/Hour (July 2025)
  - Minimum Wage Adjustment to \$15.00/Hour (January 2026)