



10-year History of Salary Increases - Including Health and Welfare

	2010-2011	2011-2012	2012-2013	2013-2014	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Cumulative	Average	2020-21
<b>Total Compensation</b>													
Salary Schedule Increase	0.00%	0.00%	0.00%	1.73%	2.76%	5.00%	0.41%	2.50%	4.37%	3.15%	19.92%	1.99%	0.00%
Average Step/Columns Increase	1.84%	1.68%	1.34%	1.34%	1.61%	1.27%	1.91%	1.53%	2.08%	2.07%	16.67%	1.67%	2.00%
All Other Increases	0.10%	0.14%	0.00%	0.00%	0.73%	0.05%	3.79%	0.16%	0.00%	0.21%	5.18%	0.52%	0.00%
<b>Total Salary Increases</b>	<b>1.94%</b>	<b>1.82%</b>	<b>1.34%</b>	<b>3.07%</b>	<b>5.10%</b>	<b>6.32%</b>	<b>6.11%</b>	<b>4.19%</b>	<b>6.45%</b>	<b>5.43%</b>	<b>41.77%</b>	<b>4.18%</b>	<b>2.00%</b>
On-Going H&W Contribution (Total Comp)	0.00%	0.77%	0.00%	0.24%	0.16%	0.49%	0.00%	1.22%	0.36%	0.38%	3.62%	0.36%	0.00%
One-Time Funds for H&W (Total Comp)	0.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.80%	0.08%	0.00%
<b>COCFA</b>	<b>2.74%</b>	<b>2.59%</b>	<b>1.34%</b>	<b>3.31%</b>	<b>5.26%</b>	<b>6.81%</b>	<b>6.11%</b>	<b>5.41%</b>	<b>6.81%</b>	<b>5.81%</b>	<b>46.19%</b>	<b>4.62%</b>	<b>2.00%</b>
Salary Schedule Increase	0.00%	0.96%	0.00%	1.30%	3.65%	4.41%	3.66%	1.05%	2.85%	0.00%	17.88%	1.79%	0.00%
Average Step Increase	2.97%	2.72%	3.51%	2.24%	2.83%	2.50%	2.84%	1.69%	2.53%	2.59%	26.42%	2.64%	2.65%
All Other Increases (reclass/mkt adj)	0.56%	0.36%	0.00%	0.90% *	2.10%	5.38%	1.63%	1.74%	1.24%	0.98%	14.89%	1.49%	0.00%
<b>Total Salary Increases</b>	<b>3.53%</b>	<b>4.04%</b>	<b>3.51%</b>	<b>4.44%</b>	<b>8.58%</b>	<b>12.29%</b>	<b>8.13%</b>	<b>4.48%</b>	<b>6.62%</b>	<b>3.57%</b>	<b>59.19%</b>	<b>5.92%</b>	<b>2.65%</b>
On-Going H&W Contribution (Total Comp)	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.10%	0.14%	0.41%	3.17%	0.32%	0.00%
One-Time Funds for H&W (Total Comp)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.04%	0.00%	0.00%
<b>CSEA</b>	<b>6.05%</b>	<b>4.04%</b>	<b>3.51%</b>	<b>4.44%</b>	<b>8.58%</b>	<b>12.29%</b>	<b>8.13%</b>	<b>4.58%</b>	<b>6.76%</b>	<b>4.02%</b>	<b>62.40%</b>	<b>6.24%</b>	<b>2.65%</b>
Salary Schedule Increase	0.00%	0.00%	1.10%	1.79%	3.60%	3.33%	3.51%	1.75%	4.29%	0.45%	19.82%	1.98%	0.00%
Average Step/Columns Increase	1.06%	0.47%	0.71%	2.24%	1.69%	1.31%	1.68%	1.46%	2.15%	1.96%	14.73%	1.47%	1.58%
All Other Increases (ongoing merit/reclass)	2.06%	0.46%	2.26%	-0.29%	0.15%	0.28%	1.46%	0.00%	0.00%	0.00%	6.38%	0.64%	0.00%
<b>Total Salary Increases</b>	<b>3.12%</b>	<b>0.93%</b>	<b>4.07%</b>	<b>3.74%</b>	<b>5.44%</b>	<b>4.92%</b>	<b>6.65%</b>	<b>3.21%</b>	<b>6.44%</b>	<b>2.41%</b>	<b>40.93%</b>	<b>4.09%</b>	<b>1.58%</b>
On-Going H&W Contribution (Total Comp)	0.00%	0.92%	0.00%	0.00%	0.27%	1.24%	0.00%	1.23%	0.00%	0.00%	3.66%	0.37%	0.00%
<b>Confidential</b>	<b>3.12%</b>	<b>1.85%</b>	<b>4.07%</b>	<b>3.74%</b>	<b>5.71%</b>	<b>6.16%</b>	<b>6.65%</b>	<b>4.44%</b>	<b>6.44%</b>	<b>2.41%</b>	<b>44.59%</b>	<b>4.46%</b>	<b>1.58%</b>
Salary Increases - (Salary Schedule 2017)	0.00%	2.93%	1.32%	1.75%	3.34%	3.84%	2.35%	0.00%	4.07%	0.00%	19.60%	1.96%	0.00%
Promotion/Demotion / Steps (2017 and on)	1.06%	1.25%	0.17%	1.18%	2.71%	0.88%	0.73%	3.80%	1.50%	1.50%	14.78%	1.48%	1.50%
Market Adjustments (Equity)	0.95%	1.51%	0.00%	0.00%	0.00%	1.27%	0.74%	0.00%	0.00%	0.00%	4.47%	0.45%	0.00%
<b>Total Salary Increases</b>	<b>2.01%</b>	<b>5.69%</b>	<b>1.49%</b>	<b>2.93%</b>	<b>6.05%</b>	<b>5.99%</b>	<b>3.82%</b>	<b>3.80%</b>	<b>5.57%</b>	<b>1.50%</b>	<b>38.85%</b>	<b>3.89%</b>	<b>1.50%</b>
On-Going H&W Contribution (Total Comp)		0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.02%	0.00%
<b>Classified Administrators</b>	<b>2.01%</b>	<b>5.89%</b>	<b>1.49%</b>	<b>2.93%</b>	<b>6.05%</b>	<b>5.99%</b>	<b>3.82%</b>	<b>3.80%</b>	<b>5.57%</b>	<b>1.50%</b>	<b>39.05%</b>	<b>3.91%</b>	<b>1.50%</b>
Salary Increases - (Salary Schedule 2017)	0.00%	4.37%	0.66%	1.75%	3.34%	3.48%	2.35%	0.00%	4.07%	0.00%	20.02%	2.00%	0.00%
Promotion/Demotion / Steps (2017 and on)	1.87%	2.82%	0.85%	0.28%	2.72%	0.87%	0.94%	3.80%	1.50%	1.50%	17.15%	1.72%	1.50%
Market Adjustments (Equity)	0.00%	0.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.77%	0.08%	0.00%
<b>Total Salary Increases</b>	<b>1.87%</b>	<b>7.96%</b>	<b>1.51%</b>	<b>2.03%</b>	<b>6.06%</b>	<b>4.35%</b>	<b>3.29%</b>	<b>3.80%</b>	<b>5.57%</b>	<b>1.50%</b>	<b>37.94%</b>	<b>3.79%</b>	<b>1.50%</b>
On-Going H&W Contribution (Total Comp)		0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.02%	0.00%
<b>Educational Administrators</b>	<b>1.87%</b>	<b>8.16%</b>	<b>1.51%</b>	<b>2.03%</b>	<b>6.06%</b>	<b>4.35%</b>	<b>3.29%</b>	<b>3.80%</b>	<b>5.57%</b>	<b>1.50%</b>	<b>38.14%</b>	<b>3.82%</b>	<b>1.50%</b>
<b>AFT - Adjunct Faculty</b>	<b>1.20%</b>	<b>3.20%</b>	<b>1.20%</b>	<b>3.70%</b>	<b>4.00%</b>	<b>6.12%</b>	<b>4.21%</b>	<b>4.26%</b>	<b>4.46%</b>	<b>2.85%</b>	<b>35.20%</b>	<b>3.52%</b>	<b>0.85%</b>
<b>Chancellor (Salary Only)</b>	<b>5.92%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>4.10%</b>	<b>2.35%</b>	<b>4.20%</b>	<b>5.00%</b>	<b>2.28%</b>	<b>23.84%</b>	<b>2.38%</b>	<b>0.00%</b>