



## History of Increases - Including Health and Welfare

|   | <u>2013-2014</u> | <u>2014-15</u> | <u>2015-16</u> | <u>2016-17</u> | <u>2017-18</u> | <u>2018-19</u> | <u>2019-20</u> | <u>2020-21</u> | <u>2021-22</u> | <u>2022-23</u> | <u>2023-24</u> | <u>Cumulative</u> | <u>Average</u> |
|---|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------|----------------|
| <b>All Compensation</b>                     |                  |                |                |                |                |                |                |                |                |                |                |                   |                |
| Salary Schedule Increase                    | 1.73%            | 2.76%          | 5.00%          | 0.41%          | 2.50%          | 4.37%          | 3.15%          | 0.00%          | 5.07%          | 8.12%          | 8.88%          | 41.99%            | 3.82%          |
| Average Step/Columns Increase               | 1.34%            | 1.61%          | 1.27%          | 1.91%          | 1.53%          | 2.08%          | 2.07%          | 2.00%          | 1.87%          | 1.70%          | 1.87%          | 19.25%            | 1.75%          |
| All Other Increases                         | 0.00%            | 0.73%          | 0.05%          | 3.79%          | 0.16%          | 0.00%          | 0.21%          | 0.00%          | 0.72%          | 0.40%          | 0.56%          | 6.62%             | 0.60%          |
| <b>Total Salary Increases</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>2.00%</b>   | <b>7.66%</b>   | <b>10.22%</b>  | <b>11.31%</b>  | <b>67.86%</b>     | <b>6.17%</b>   |
| On-Going H&W Contribution (Total Comp)      | 0.24%            | 0.16%          | 0.49%          | 0.00%          | 1.22%          | 0.36%          | 0.38%          | 0.00%          | 0.73%          | 0.43%          | 0.79%          | 4.80%             | 0.44%          |
| 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%          | 0.00%          | 0.00%          | 0.00%             | 0.00%          |
| <b>COCFA</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>2.00%</b>   | <b>8.39%</b>   | <b>10.65%</b>  | <b>12.10%</b>  | <b>72.66%</b>     | <b>6.61%</b>   |
| Salary Schedule Increase                    | 1.30%            | 3.65%          | 4.41%          | 3.66%          | 1.05%          | 2.85%          | 0.00%          | 0.00%          | 6.25%          | 7.25%          | 9.00%          | 39.42%            | 3.58%          |
| Average Step Increase                       | 2.24%            | 2.83%          | 2.50%          | 2.84%          | 1.69%          | 2.53%          | 2.59%          | 2.65%          | 2.42%          | 2.58%          | 2.49%          | 27.36%            | 2.49%          |
| All Other Increases (reclass/mkt adj)       | 0.90% *          | 2.10%          | 5.38%          | 1.63%          | 1.74%          | 1.24%          | 0.98%          | 0.47%          | 0.00%          | 0.30%          | 0.00%          | 14.74%            | 1.34%          |
| <b>Total Salary Increases</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>3.12%</b>   | <b>8.67%</b>   | <b>10.13%</b>  | <b>11.49%</b>  | <b>81.52%</b>     | <b>7.41%</b>   |
| On-Going H&W Contribution (Total Comp)      | 0.00%            | 0.00%          | 0.00%          | 0.00%          | 0.10%          | 0.14%          | 0.41%          | 0.00%          | 0.10%          | 0.65%          | 0.68%          | 2.08%             | 0.19%          |
| One-Time Funds for H&W (Total Comp)         | 0.00%            | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.04%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.04%             | 0.00%          |
| <b>CSEA</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>3.12%</b>   | <b>8.77%</b>   | <b>10.78%</b>  | <b>12.17%</b>  | <b>83.63%</b>     | <b>7.60%</b>   |
| Salary Schedule Increase                    | 1.79%            | 3.60%          | 3.33%          | 3.51%          | 1.75%          | 4.29%          | 0.52%          | 0.00%          | 4.85%          | 7.95%          | 8.00%          | 39.59%            | 3.60%          |
| Average Step/Columns Increase               | 2.24%            | 1.69%          | 1.31%          | 1.68%          | 1.46%          | 2.15%          | 1.96%          | 1.58%          | 2.34%          | 1.71%          | 1.74%          | 19.86%            | 1.81%          |
| All Other Increases (ongoing merit/reclass) | -0.29%           | 0.15%          | 0.28%          | 1.46%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.78%          | 0.00%          | 0.94%          | 3.32%             | 0.30%          |
| <b>Total Salary Increases</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>2.48%</b>   | <b>1.58%</b>   | <b>7.97%</b>   | <b>9.66%</b>   | <b>10.68%</b>  | <b>62.77%</b>     | <b>5.71%</b>   |
| On-Going H&W Contribution (Total Comp)      | 0.00%            | 0.27%          | 1.24%          | 0.00%          | 1.23%          | 0.00%          | 0.00%          | 0.00%          | 0.27%          | 0.00%          | 0.21%          | 3.22%             | 0.29%          |
| <b>Confidential</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>2.48%</b>   | <b>1.58%</b>   | <b>8.24%</b>   | <b>9.66%</b>   | <b>10.89%</b>  | <b>65.99%</b>     | <b>6.00%</b>   |
| Salary Increases - (Salary Schedule 2017)   | 1.75%            | 3.34%          | 3.84%          | 2.35%          | 0.00%          | 4.07%          | 0.00%          | 0.00%          | 5.44%          | 5.47%          | 8.28%          | 34.54%            | 3.14%          |
| Reclassifications / Steps (2017 and on)     | 1.18%            | 2.71%          | 0.88%          | 0.73%          | 3.80%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 18.30%            | 1.66%          |
| Market Adjustments (Equity)                 | 0.00%            | 0.00%          | 1.27%          | 0.74%          | 0.00%          | 0.00%          | 0.00%          | 0.61%          | 0.00%          | 0.00%          | 0.00%          | 2.62%             | 0.24%          |
| <b>Total Salary Increases</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>2.11%</b>   | <b>6.94%</b>   | <b>6.97%</b>   | <b>9.78%</b>   | <b>55.46%</b>     | <b>5.04%</b>   |
| On-Going H&W Contribution (Total Comp)      | 0.00%            | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.26%          | 1.94%          | 0.67%          | 2.87%             | 0.26%          |
| <b>Classified Administrators</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>2.11%</b>   | <b>7.20%</b>   | <b>8.91%</b>   | <b>10.45%</b>  | <b>58.33%</b>     | <b>5.30%</b>   |
| Salary Increases - (Salary Schedule 2017)   | 1.75%            | 3.34%          | 3.48%          | 2.35%          | 0.00%          | 4.07%          | 0.00%          | 0.00%          | 5.44%          | 5.47%          | 8.28%          | 34.18%            | 3.11%          |
| Reclassifications / Steps (2017 and on)     | 0.28%            | 2.72%          | 0.87%          | 0.94%          | 3.80%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 1.50%          | 17.61%            | 1.60%          |
| Market Adjustments (Equity)                 | 0.00%            | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 1.92%          | 0.00%          | 0.00%          | 0.00%          | 1.92%             | 0.17%          |
| <b>Total Salary Increases</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>3.42%</b>   | <b>6.94%</b>   | <b>6.97%</b>   | <b>9.78%</b>   | <b>53.71%</b>     | <b>4.88%</b>   |
| On-Going H&W Contribution (Total Comp)      | 0.00%            | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.00%          | 0.26%          | 1.94%          | 0.67%          | 2.87%             | 0.26%          |
| <b>Educational Administrators</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>3.42%</b>   | <b>7.20%</b>   | <b>8.91%</b>   | <b>10.45%</b>  | <b>56.58%</b>     | <b>5.14%</b>   |
| Salary Schedule Increase                    | 2.50%            | 3.00%          | 5.00%          | 3.09%          | 3.48%          | 3.71%          | 2.00%          | 0.00%          | 6.00%          | 10.94%         | 12.46%         | 52.18%            | 4.74%          |
| Average Step/Columns Increase               | 1.20%            | 0.73%          | 1.12%          | 1.12%          | 0.78%          | 0.75%          | 0.85%          | 0.85%          | 0.85%          | 0.95%          | 0.92%          | 10.11%            | 0.92%          |
| <b>AFT - Adjunct Faculty</b>                | <b>3.70%</b>     | <b>3.73%</b>   | <b>6.12%</b>   | <b>4.21%</b>   | <b>4.26%</b>   | <b>4.46%</b>   | <b>2.85%</b>   | <b>0.85%</b>   | <b>6.85%</b>   | <b>11.89%</b>  | <b>13.38%</b>  | <b>62.29%</b>     | <b>5.66%</b>   |