

FISCAL YEAR	AVG % INCREASE	SALARY POLICY COMPONENTS	LONGEVITY	
			PMT PER YEAR	MAX YRS SERVICE
2018-2019	2.50%	\$35.4M annualized was appropriated for a 2.5% Salary Pools for executive branch employees to be distributed through a merit based evaluation and is effective 1/1/2019. \$8.1M was appropriated for a 2.5% salary increase (unless excluded by statute) for non-executive branch employees effective 7/1/2018.	\$100*	30 YRS
2017-2018	3.00% and 1.00% for Executive and 3.00% for Non-Executive	\$45.2M annualized was appropriated for a 3% and 1% Salary Pools for executive branch employees to be distributed through a merit based evaluation and is effective 1/1/2018. \$8.4M was appropriated for a 3% salary increase (unless excluded by statute) for non-executive branch employees effective 7/1/2017. \$23.6M was appropriated for Market Rate adjustment. The average rate increase for the Market Rate adjustment cannot be calculated per F&A Budget since it is tied to a sub-set of employees.	\$100*	30 YRS
2016-2017	4.00% for Executive and 3.00% for Non-Executive	\$51.7M annualized was appropriated for a 4% Salary Pool for executive branch employees to be distributed through a merit based evaluation and is effective 1/1/2017. \$8.3M was appropriated for a 3% salary increase (unless excluded by statute) for non-executive branch employees effective 7/1/2016. \$36.1M was appropriated for Market Rate adjustment for an average rate increase of 2.8%.	\$100*	30 YRS
2015-2016	2.00%	\$32.2M was appropriated for a 2% Salary Pool for General Government Employees to be distributed through a merit based evaluation. The increase effective date is January 1, 2016 for executive branch employees and July 1, 2015 for non-executive branch employees. This is a recognized expense of \$16.1M in FY16.	\$100*	30 YRS
2014-2015	0.00%	No funds appropriated for Salary Administration Increases.	\$100	30 YRS
2013-2014	1.50%	A 1.5% increase for all employees (unless excluded by statute) was administered.	\$100	30 YRS
		A market salary adjustment in the amount of \$27.9M will be allocated to employees, effective July 1, 2013, as recommended by salary study funded in FY 2012-2013. The resulting average increase in salary for state employees from the Market Study Improvement is 1.9%		
2012-2013	2.50%	A 2.5% increase for all employees (unless excluded by statute) was administered in the form of a range adjustment.	\$100	30 YRS
		A non-recurring amount of \$300,000 to fund a salary study of state employees and \$15 M is provided to begin implementation of the study's results on January 1, 2013. (\$30 M annualized) The Salary Study was not implemented until July 2013. The resulting average increase in salary for state employees from the Market Study Improvement was 2%	\$100	30 YRS
2011-2012	1.60%	A 1.6% increase for all employees (unless excluded by statute) was administered in the form of a range adjustment.	\$100	30 YRS
2010-2011	0%	No funds appropriated for Salary Administration Increases. No one time salary supplement which was contingent on 2009-10 recurring tax collections exceeding the revised budget estimate by a minimum of \$50M.	\$100	30 YRS
2009-2010	0%	No funds appropriated for Salary Administration Increases.	\$100	30 YRS
2008-2009	0.00%	No funds appropriated for Salary Administration Increases.	\$100	30 YRS
	\$400 bonus	\$19,683,600 for the purpose of funding a one-time, flat-rate salary bonus of \$400 for state employees and employees of public higher education paid on or about October 1, 2008. This does not apply to employees in positions under the provision of statutorily mandated pay plans and to employees with less than three (3) years of creditable state service as of October 1, 2008.	\$100	30 YRS
2007-2008	4.9%	A 3% increase for all employees (unless excluded by statute) was administered in the form of a range adjustment. Effective July 1, 2006, minimum and maximum rates for salary grades 1-43 were adjusted 3%. Approximately 23.8 Million was appropriated to address salary compression and an additional 3.1 million was appropriated to address management level classes. The resulting average increase in salary for state employees is 4.9%.	\$100	30 YRS
2006-2007	5.4%	A 3% increase for all employees (unless excluded by statute) was administered in the form of a range adjustment. Effective July 1, 2006, minimum and maximum rates for salary grades 1-43 were adjusted 3%. Approximately 7.2 million was appropriated to address compensation issues and an additional \$21 million was appropriated to address salary compression. The resulting average increase in salary for state employees is 5.4% .	\$100	30 YRS
2005-2006	3.6%	A 3% increase for all employees (unless excluded by statute) administered in the form of a range adjustment. Effective July 1, 2005 minimum and maximum rates for salary grades 1-43 will be adjusted 3%. Approximately 7.2 Million was appropriated to address compensation issues. The resulting average increase in salary for state employees is 3.6%	\$100	25 YRS
2004-2005	6.70%	A 3% increase for all employees (unless excluded by statute) administered in the form of a range adjustment. Effective July 1, 2004 minimum and maximum rates for salary grades 1-43 will be adjusted 3%. Approximately 11 Million was appropriated to address compensation issues and additional funds were made available for a one-time bonus of \$70/yr (based on years of service), with a minimum of \$210 and a maximum of \$1,750. The resulting average increase in salary for state employees is 3.7%	\$100	25 YRS
2003-2004	0.00%	No Funds Appropriated for Salary Administration Increases	\$100	25 YRS
2002-2003	3.00%	A 3% increase for all employees (unless excluded by statute) administered in the form of a range adjustment. Effective January 1, 2003 minimum and maximum rates for salary grades 1-43 will be adjusted 3%.	\$100	25 YRS
2001-2002	3.34%	A 2.5% increase for all employees (unless excluded by statute) administered in the form of a range adjustment. Effective July 1, minimum and maximum rates for salary grades 1-43 will be adjusted 2.5%. Approximately 7.7 Million was appropriated to address employee compensation issues. 1 % as a range adjustment (only for those employees below the new minimum) and the upgrade of specific job classifications. The average salary for state employees will increase by .84%.	\$100	25 YRS
2000-2001	5.25%	A 3.5% increase for all employees (unless excluded by statute) administered in the form of a range adjustment. Effective July 1, minimum and maximum rates for salary grades 1-43 will be adjusted 3.5%. Approximately \$14 Million was appropriated to address employee compensation issues. 1 % as a range adjustment (only for those employees below the new minimum) and the upgrade of specific job classifications. The average salary for state employees will increase by 1.75%.	\$100	25 YRS

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1999-2000	2.5%	20 Million appropriated to address employee compensation issues. Effective July 1, minimum and maximum rates for salary grades 1-43 will be adjusted 3%. Employees below the new minimum will receive an increase to the new minimum. Approximately 16 Million was used to upgrade specific job classifications. The increase in the average salary for state employees will be approximately 2.5%.	\$100	25 YRS
1998-1999	1.25%	No general pay raise for employees. \$10 Million appropriated to address employee compensation issues. As a result of class upgrades the increase in the average salary for state employees was approximately 1.25%.	\$100	25 YRS
	2.0% 2.0% Bonus	2% increase for all employees regardless of length of service or performance effective January 1, 1999. (administered in the form of a range adjustment) Additional funds were made available for a one-time service bonus of \$50/yr, with a maximum of \$1,250. The resulting average salary increase for employees was approximately 2%.		
1997-1998	1.25%	\$10 Million appropriated to address employee compensation issues. Effective July 1, 1997 minimum and maximum rates for salary grade 1-43 will be adjusted 3.5%. The increase in the average salary for state employees will be approximately 1.25%.	\$100	25 YRS
	2.0%	2% increase for all employees regardless of length of service or performance effective January 1, 1998. (administered in the form of a range adjustment)		
1996-1997	3.14%	3% increase for all employees regardless of service length or performance effective July 1, 1996 (in the form of a range adjustment). Additional funds were made available to adjust the minimum rate 2% and the maximum rate 10%. Only those employees below the new minimum received an increase to take them to the new minimum rate.	\$100	25 YRS
		Average increase for employees was an additional .14%.		
1995-1996	0.0%	No Funds Appropriated for Salary Administration Increases	\$100	25 YRS
1994-1995	3.75%	2% increase and 10 Million to the Address Most Serious Classification and Compensation Issues effective July 1, 1994;	\$100	25 YRS
	2.0%	2% Increase effective October 1, 1994		
1993-1994	2.0%	2% increase effective July 1, 1993; 4% increase effective January 1, 1994	\$100	24 YRS
	4.0%	4% increase effective January 1, 1994		
1992-1993	4.0%	4% increase for all employees regardless of length of service or performance effective January 1, 1993 (administered in the form of a range adjustment)	\$100	22 YRS
1991-1992	0.0%	No Funds Appropriated for Regular Salary Increases.	\$100	22 YRS
1990-1991	8.0%	\$1008 or 1 Step for Employees w/12 Months Service; \$12.5 Million Appropriated to Address Classification and Compensation Issues	\$100	22 YRS
1989-1990	4.5%	1 Step for Employees w/12 Months Service; \$2 Million to Address the Most Serious Classification and Compensation Issues	\$100	21 YRS
1988-1989	6.0%	1 Step for Employees w/12 Months Service; \$2.5 Million to Upgrade Classes w/Most Serious Recruitment & Retention Problems and to Provide Equity Increases to Employees Adversely Impacted by Implementing Job Equalization Plan over 3 Yr Period	\$100	20 YRS
1987-1988	4.5%	1 Step for Employees w/12 Months Service	\$95	19 YRS
1986-1987	5.0%	1 Step for Employees w/1 Yr Service; Remainder to be Used to Address Most Significant Pay Equity Problems within Specific Agencies	\$90	18 YRS
1985-1986	5.0%	1 Step for Employees w/1 Yr Service; 1 Additional Step for Employees w/5 Yr Service at Step 1 or 2 of their June 30, 1985 Salary Range	\$85	17 YRS
1984-1985	11.0%	2% Across-the-Board; 1 Step For Employees w/12 Months Service and 2 Steps for Employees w/24 Months Service	\$75	16 YRS
1983-1984	0.0%	No Funds Appropriated for Regular Salary Increases.	\$75	15 YRS
1982-1983	7.0%	3% Across-the-Board; 1 Step Upon Completion of 1 Yr Service	\$75	15 YRS
1981-1982	7.0%	2% Across-the-Board; 5% Non-Contributory Retirement	\$75	15 YRS
1980-1981	7.2%	\$30/Month Across-the-Board; 1 Step on Salary Anniversary Date; 1.1% Merit Increase Pool	\$60	15 YRS
1979-1980	7.0%	1 Step on Salary Anniversary Date; Employees w/1 yr Service Moved to Step 2 & Employees w/2 Yr Service Moved to Step 3: 1.8% Merit Increase Pool	\$30	15 YRS
1978-1979	7.5%	2.5% Across-the-Board - Basic Plan Employees, 1.5% Across-the-Board - Exec Grade & Physicians Comp Plan Employees; 1 Step on Salary Anniversary Date; 1.3% Merit Increase Pool		
1977-1978	7.0%	7% of First \$6,000 of Annual Salary; Remaining for Merit Pool		
1976-1977	9.0%	9% of First \$8,000 of Annual Salary; Remaining for Merit Pool		
1975-1976	2.5%	2.5% Across-the-Board		
1974-1975	8.5%	3.5% Across-the-Board; 1 Step After 6 Months Service		
1973-1974	4.5%	1 Step for All Employees and Merit Increase Funds		

\*Longevity Pay was amended and will not apply to employees hired after July 1, 2015.