

# Percentage Increases in Salary

Fiscal Years, 1991-2006

| Year    |                                  | Merit             | Special Adjustments <sup>a</sup> | Cost of Living | Total | CPI <sup>b</sup> | HEPI <sup>c</sup> |
|---------|----------------------------------|-------------------|----------------------------------|----------------|-------|------------------|-------------------|
| 1990-91 | All Employees                    | —                 | 4.25                             | 4.50           | 8.75  | 5.4              | 5.2               |
| 1991-92 | All Employees                    | —                 | —                                | —              | 0.00  | 3.2              | 3.6               |
| 1992-93 | All Employees <sup>d</sup>       | —                 | —                                | 2.24           | 2.24  | 3.1              | 2.9               |
| 1993-94 | All Employees <sup>e</sup>       | —                 | —                                | 0.00           | 0.00  | 2.5              | 3.4               |
| 1994-95 | Faculty <sup>f</sup>             | —                 | 1.70                             | 5.00           | 6.70  | 3.0              | 2.9               |
|         | All Other Employees <sup>f</sup> | —                 | —                                | 5.00           | 5.00  |                  |                   |
| 1995-96 | All Employees <sup>g</sup>       | 2.00              | —                                | —              | 2.00  | 2.7              | 2.9               |
| 1996-97 | All Employees <sup>h</sup>       | —                 | —                                | 2.47           | 2.47  | 2.9              | 3.2               |
| 1997-98 | All Employees <sup>i</sup>       | 2.50              | —                                | 2.50           | 5.00  | 1.8              | 3.5               |
| 1998-99 | All Employees                    | 2.50 <sup>k</sup> | 1.30 <sup>l</sup>                | —              | 2.50  | 1.7              | 2.4               |
| 1999-00 | All Employees                    | 2.00 <sup>m</sup> | 0.05 <sup>n</sup>                | —              | 2.00  | 2.9              | 4.1               |
| 2000-01 | All Employees <sup>o</sup>       | 2.00              | —                                | —              | 2.00  | 3.4              | 4.9               |
| 2001-02 | Faculty <sup>p</sup>             | —                 | —                                | 1.80           | 1.80  | 1.8              | 4.1               |
|         | Professional                     | —                 | —                                | 3.00           | 3.00  | 1.8              | 4.1               |
|         | Classified Staff                 | —                 | —                                | 4.60           | 4.60  | 1.8              | 4.1               |
| 2002-03 | All Employees                    | —                 | —                                | —              | —     | 2.2              | 2.9               |
| 2003-04 | All Employees <sup>q</sup>       | 1.55              | —                                | —              | 1.55  | 2.2              | 4.6               |
| 2004-05 | All Employees <sup>r</sup>       | —                 | See Note                         | 2.02           | 2.02  | 2.2              | 4.6               |
| 2005-06 | All Employees <sup>s</sup>       | 2.50              | —                                | 4.90           | 7.40  | 3.0              | 3.5               |

<sup>a</sup> Includes special adjustments as market/equity, reclassifications, regrades, and promotions.

<sup>b</sup> Consumer Price Index. Last year projected.

<sup>c</sup> Higher Education Price Index. Last year projected.

<sup>d</sup> All employees received a \$1,000 increase, effective 4-1-93. This means no increase from 7-1-92 to 3-31-93, but on 4-1-93, each employee received an increase of \$250.

<sup>e</sup> The \$1,000 per employee was added to the base salary of each employee on 7-1-93. Since this increase was actually given for 1992-93, technically, there was no increase for 1993-94.

<sup>f</sup> Faculty received 4.7% on 7-1-94, and 2.0% increase 4-1-95. All other employees received 3.0% on 7-1-94, and 2.0% on 4-1-95.

<sup>g</sup> Effective January 1, 1996.

<sup>h</sup> Effective April 1, 1997, each employee will receive \$500 plus 1%.

<sup>i</sup> Effective January 1, 1998; to a maximum of 5%.

<sup>j</sup> Effective October 1, 1997; to a maximum of \$1,000.

<sup>k</sup> Effective January 1, 1999; to a maximum of 5%.

<sup>l</sup> Effective October 1, 1998; Classification Salary Adjustments (CSA) for select employee classifications furthest behind the market.

<sup>m</sup> Effective April 1, 2000; to a maximum of 4%.

<sup>n</sup> Effective April 1, 2000; Internal Market Adjustment for select employee classifications furthest behind the market.

<sup>o</sup> Effective April 1, 2001; to a maximum of 4%.

<sup>p</sup> Effective June 8th, 2002, all employees will receive an additional \$1,450 added to their base salary. The percentage figures given here are estimates based on this flat dollar amount.

<sup>q</sup> Effective January 1, 2004, internally funded special adjustment based on merit for designated benefit-eligible employees.

<sup>r</sup> Effective FY 2005, \$1000 prorated per full-time FTE for benefits-eligible employees. Effective January 3, 2005, select employees will receive an increase from the State appropriation of \$4.3 million for Key Personnel Retention.

<sup>s</sup> Effective July 1, 2005, all employees received a 1.7% cost of living increase. Effective March 13, 2006, all employees received \$1,650 (approximating 3.2% on average) based upon their prorated State FTE. In addition, 2.5% of the State salary base was allocated as Merit/Market/Equity monies.

Source: Office of Institutional Research & Evaluation ; Research Associates of Washington