

## Colorado State University Ten (10) Year Summary of Salary Increases and Fringe Benefit Rates

<u>Education and General</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
<b>Faculty Salaries</b>	<b>0.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>2.50%</b>	<b>2.00%</b>	<b>1.80%</b>	<b>2.25%</b>	<b>2.50%</b>	<b>4.00%</b>	<b>0.00%</b>
<b>State Classified Salaries</b>	<b>0.00%</b> <sup>1</sup>	<b>0.00%</b> <sup>2</sup>	<b>3.50%</b> <sup>3</sup>	<b>3.60%</b> <sup>4</sup>	<b>2.00%</b> <sup>5</sup>	<b>0.00%</b> <sup>6</sup>	<b>2.51%</b> <sup>7</sup>	<b>3.00%</b> <sup>8</sup>	<b>3.00%</b> <sup>9</sup>	<b>0.00%</b> <sup>10</sup>
<b>Graduate Assistant Stipend</b>	<b>0.00%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>2.50%</b>	<b>2.00%</b>	<b>1.80%</b>	<b>2.25%</b>	<b>2.50%</b>	<b>4.00%</b>	<b>0.00%</b>

### State Classified Salaries

<sup>1</sup> No salary survey or merit increases were given in FY12.

<sup>2</sup> Non-base incentive pay of 3% for evaluation levels 2 & 3 in FY13.

<sup>3</sup> Cost of Living Adjustment (COLA) 2%; Merit averaged 1.5% based on performance rating and placement within current salary ranges for quartiles 1-3, rating level 2. Non-base payouts to employees in 4th quartile and those above range maximum.

<sup>4</sup> Across-The-Board Pay Increase 2.5%; Merit averaged 1.1% based on performance rating within pay ranges for quartiles 1-4 with a rating level of 2 or 3. Employees in 4th Quartile or Saved Pay or those above range maximum received one-time non-base payouts rather than base building increases.

<sup>5</sup> Across-The-Board Pay Increase 1.0%; Merit averaged 1.0% based on performance rating within pay ranges for quartiles 1-4 with a rating level of 2 or 3. Employees in 4th Quartile or Saved Pay or those above range maximum received one-time non-base payouts rather than base building increases.

<sup>6</sup> No merit or across-the-board increases for State Classified Employees. Increases limited to only being for state classified employees impacted by the State of Colorado's decision to raise the floor minimum pay range for some classifications. Employees in Facilities Management and Housing and Dining Services Custodian Classifications were primarily the group of employees impacted.

<sup>7</sup> Across-The-Board Pay Increase 1.75%; Merit averaged 0.76% based on performance rating within pay ranges for quartiles 1-4 with a rating level of 2 or 3. Employees in 4th Quartile or Saved Pay or those above range maximum received one-time non-base payouts rather than base building increases.

<sup>8</sup> Across the Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

<sup>9</sup> Across the Board Pay Increase 3% only, no merit component. Pay range increase of 2%.

<sup>10</sup> No salary survey or merit increases were given in FY21 due to economic impact caused by the COVID-19 pandemic.

### History of Salary Increase Implementation

2011-12:	Pay freeze for all employees.
2012-13:	Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified (CSU only, not statewide) received a 3% one-time, non-base salary increase.
2013-14:	Full year implemented.
2014-15:	Full year implemented.
2015-16:	Full year implemented.
2016-17:	Full year implemented for Faculty, Admin Pro, and Grad Assistants. No increases for State Classified except as noted under Footnote 6.
2017-18:	Full year implemented.
2018-19:	Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified employees received a 3% Across the Board increase.
2019-20:	Full year implemented for Faculty, Admin Pro, and Grad Assistants. State Classified employees received a 3% Across the Board increase.
2020-21:	Pay freeze for all employees due to economic impact caused by COVID-19 pandemic.

### Fringe Benefit Rates

	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Faculty	26.3%	24.1%	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%
Administrative Professionals	26.3%	24.1%	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%
2nd YR Post Doc & Interns	N/A	24.1%	22.8%	25.3%	25.4%	24.7%	27.6%	28.2%	28.7%	27.1%
State Classified	27.0%	33.1%	35.0%	36.7%	39.9%	39.6%	42.6%	41.7%	43.1%	45.9%
Graduate Students	5.8%	5.1%	4.9%	8.0%	7.2%	8.5%	10.5%	10.6%	8.4%	9.5%
Temp 1st YR Fac & AP	5.8%	2.2%	1.5%	8.0%	14.1%	13.6%	13.4%	13.9%	14.2%	13.5%
1st YR Post Doc	5.8%	9.2%	18.7%	17.3%	4.0%	2.9%	13.2%	13.5%	14.1%	13.6%
Student Hourly	0.9%	1.0%	0.8%	1.0%	0.6%	0.3%	0.9%	0.7%	1.1%	0.9%
Non-student Hourly	13.2%	17.7%	17.4%	15.5%	20.8%	25.5%	26.5%	27.6%	27.8%	27.4%
Workstudy	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%