



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
Total Compensation													
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%
Total Salary Increases	1.94%	1.82%	1.34%	3.07%	5.10%	6.32%	6.11%	4.19%	6.45%	5.43%	41.77%	4.18%	2.00%
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%
COCFA	2.74%	2.59%	1.34%	3.31%	5.26%	6.81%	6.11%	5.41%	6.81%	5.81%	46.19%	4.62%	2.00%
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%
Total Salary Increases	3.53%	4.04%	3.51%	4.44%	8.58%	12.29%	8.13%	4.48%	6.62%	3.57%	59.19%	5.92%	2.65%
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%
CSEA	6.05%	4.04%	3.51%	4.44%	8.58%	12.29%	8.13%	4.58%	6.76%	4.02%	62.40%	6.24%	2.65%
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%
Total Salary Increases	3.12%	0.93%	4.07%	3.74%	5.44%	4.92%	6.65%	3.21%	6.44%	2.41%	40.93%	4.09%	1.58%
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%
Confidential	3.12%	1.85%	4.07%	3.74%	5.71%	6.16%	6.65%	4.44%	6.44%	2.41%	44.59%	4.46%	1.58%
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%
Total Salary Increases	2.01%	5.69%	1.49%	2.93%	6.05%	5.99%	3.82%	3.80%	5.57%	1.50%	38.85%	3.89%	1.50%
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%
Classified Administrators	2.01%	5.89%	1.49%	2.93%	6.05%	5.99%	3.82%	3.80%	5.57%	1.50%	39.05%	3.91%	1.50%
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%
Total Salary Increases	1.87%	7.96%	1.51%	2.03%	6.06%	4.35%	3.29%	3.80%	5.57%	1.50%	37.94%	3.79%	1.50%
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%
Educational Administrators	1.87%	8.16%	1.51%	2.03%	6.06%	4.35%	3.29%	3.80%	5.57%	1.50%	38.14%	3.82%	1.50%
AFT - Adjunct Faculty	1.20%	3.20%	1.20%	3.70%	4.00%	6.12%	4.21%	4.26%	4.46%	2.85%	35.20%	3.52%	0.85%
Chancellor (Salary Only)	5.92%	0.00%	0.00%	0.00%	0.00%	4.10%	2.35%	4.20%	5.00%	2.28%	23.84%	2.38%	0.00%