

**SALARY ADJUSTMENTS FOR STATE EMPLOYEES SINCE FY 2013
(Shown in Nominal Dollars)**

Fiscal Year	General Fund						Other Appropriated Funds			
	General Salary Adjustments			Additional Increases for Selected Classes			All Salary Adjustments			
	Dollars Appropriated	Effective Date	Annual Cost	% Salary Adjustment	Dollars Appropriated	Effective Date	Annual Cost	Dollars Appropriated	Annual Cost	
FY 2013	\$16,633,400 <u>1/</u>	Sept 29	\$23,500,000	5.00% <u>1/</u>	\$0	NA	\$0	\$11,695,200	\$16,500,000 <u>1/</u>	
FY 2014	\$0	NA	\$0	0.00%	\$0	NA	\$0	\$0	\$0	
FY 2015	\$0	NA	\$0	0.00%	\$3,300,000	July 1	\$3,300,000 <u>2/</u>	\$479,200	\$479,200 <u>3/</u>	
FY 2016	\$0	NA	\$0	0.00%	\$0	NA	\$0	\$0	\$0	
FY 2017	\$0	NA	\$0	0.00%	\$4,696,400	Varies	\$4,791,700 <u>4/5/</u>	\$1,041,700	\$1,041,700 <u>6/</u>	
FY 2018	\$0	NA	\$0	0.00%	\$97,700	January 1	\$195,300 <u>7/</u>	\$1,201,400	\$1,201,400 <u>8/</u>	
FY 2019	\$0	NA	\$0	0.00%	\$223,500	January 1	\$0 <u>9/</u>	\$0	\$0	
FY 2020	\$0	NA	\$0	0.00%	\$69,735,100	July 1	\$69,735,100 <u>10/</u>	\$2,291,600	\$2,291,600 <u>10/</u>	
FY 2021	\$0	NA	\$0	0.00%	\$0	NA	\$0	\$0	\$0	
FY 2022	\$0	NA	\$0	0.00%	\$64,698,000	July 1	\$64,698,000 <u>11/</u>	\$12,375,300	\$12,375,300 <u>12/</u>	
FY 2023	\$126,365,000 <u>13/</u>	July 9	\$126,365,000	10.00% <u>13/</u>	\$86,051,800	Varies	\$90,367,800 <u>14/</u>	\$62,572,600	\$62,572,600 <u>15/</u>	

- 1/ Originally represented a one-time critical retention payment to state employees in FY 2013. The payments were made to non-university state employees who were uncovered on the effective date of September 29, 2012, and were equal to 5% of an employee's annual salary level prorated for the remainder of the fiscal year, increasing an employee's annual salary by an effective rate of 3.75%. This adjustment included payments to employees who converted from covered to uncovered status as a result of the 2012 omnibus personnel bill (Laws 2012, Chapter 321). The FY 2014 budget subsequently made the 5% adjustment permanent.
- 2/ Funds a 2.0% pay increase for all employees at the Arizona Department of Public Safety (DPS).
- 3/ Funds a \$5,000 salary increase for surveyors and program managers in the Department of Health Services' (DHS) Division of Licensing Services.
- 4/ Funds a 3.0% pay increase for all sworn officers and civilian staff within the DPS Highway Patrol Division, effective July 1, 2016.
- 5/ Funds the first half-year of a 1.5% pay increase for all Supreme Court, Court of Appeals, and Superior Court Justices. The pay raise became effective on January 1, 2017 and will be followed by another 1.5% increase effective on January 1, 2018.
- 6/ Funds the OF cost of FY 2017 DPS salary increases and a salary increase for Wildlife Rangers in the Game and Fish Department.
- 7/ Funds the first half-year of a second 1.5% pay increase for all Supreme Court, Court of Appeals, and Superior Court Justices. The second year pay raise becomes effective January 1, 2018.
- 8/ Funds a 3.0% pay increase for non-Highway Patrol civilian staff in DPS.
- 9/ Funds the annualization of the second-year 1.5% pay increase for all Supreme Court, Court of Appeals, and Superior Court Justices. The second year pay raise became effective January 1, 2018. Annual cost of \$195,300 reflected in FY 2018. Also funds a salary increase for the Board of Executive Clemency members, including a 17% increase for the chairman and a 39% increase for the other 4 board members.
- 10/ Funds salary increases for select state employees in the Department of Agriculture, Attorney General, Department of Child Safety (DCS), Corporation Commission, Department of Corrections (ADC), Game and Fish Department, DHS, Department of Insurance, Judiciary, Department of Juvenile Corrections (DJC), Department of Liquor Licenses and Control (DLLC), Arizona State Parks Board, DPS and the Department of Transportation (ADOT). See General Provisions section in *FY 2020 Appropriations Report* for more information.
- 11/ Funds salary increase for select state employees in the Department of Agriculture, DCS, ADC, Department of Economic Security (DES), DJC, DPS and Department of Water Resources.
- 12/ Funds the OF cost of salary increases for select employees in the Parks Board, ADOT, Board of Dispensing Opticians, and Game and Fish Department.
- 13/ Funds General Fund cost of a 10% salary increase for all state employees excluding the Universities, Judges, and elected officials.
- 14/ Funds the General Fund cost of an additional 10% increase for ADC staff (20% total), 10% for DJC (20% total) and 5% for DPS (15% total). Also includes the cost to increase the Supreme Court Chief Justice's salary to \$212,000, other Supreme Court Justices to \$205,000 and Court of Appeals Judges salaries to \$190,000 effective January 1, 2023. Also funds the state's share of the cost to increase Superior Court Judges salaries to \$164,700 effective January 1, 2023 and to \$180,000 effective January 1, 2024. Also includes salary increases above 10% for selected employees in the Department of Agriculture, AHCCCS, DCS, DES, Board of Executive Clemency, DHS, Judiciary, Land Department and the Auditor General. See General Provisions section in the *FY 2023 Appropriations Report* for more information.
- 15/ Funds the OF cost of a 10% minimum statewide salary increase and increases above 10% for selected employees at the Pioneers' Home, Corporation Commission, Department of Insurance and Financial Institutions, DLLC and the State Board of Funeral Directors and Embalmers. See General Provisions section in the *FY 2023 Appropriations Report* for more information.

SALARY ADJUSTMENTS FOR ELECTED OFFICIALS

	Jan. 1, 2007 <u>1/</u>	Jan. 1, 2009 <u>1/</u>	Jan. 1, 2018 <u>1/</u>	Jan. 1, 2023
Governor	\$ 95,000	\$ 95,000	\$ 95,000	\$ 95,000
Secretary of State	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000
Treasurer	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000
Attorney General	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000
Superintendent of Public Instruction	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000
Corporation Commissioners	\$ 79,500	\$ 79,500	\$ 79,500	\$ 79,500
Mine Inspector	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
Supreme Court Chief Justice	\$ 145,294	\$ 160,000	\$ 164,800	\$ 212,000
Other Supreme Court Justices	\$ 142,341	\$ 155,000	\$ 159,650	\$ 205,000
Appellate Judges	\$ 139,388	\$ 150,000	\$ 154,500	\$ 190,000
Superior Court Judges	\$ 135,844	\$ 145,000	\$ 149,400	\$ 164,700 <u>2/</u>
Legislators	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000

1/ There were no changes in elected officials' salaries between January 1, 2007 and January 1, 2009, January 1, 2009 and January 1, 2018, and between January 1, 2018 and January 1, 2023.

2/ The FY 2023 budget increases the Superior Court Judges salaries to \$180,000 on January 1, 2024.