

SALARY ADJUSTMENTS FOR STATE EMPLOYEES SINCE FY 2016 (Shown in Nominal Dollars)

Fiscal Year	General Fund				Other Appropriated Funds			
	General Salary Adjustments				All Salary Adjustments			
	Dollars Appropriated	Effective Date	Annual Cost	% Salary Adjustment	Dollars Appropriated	Effective Date	Annual Cost	Dollars Appropriated
FY 2016	\$0	NA	\$0	0.00%	\$0	NA	\$0	\$0
FY 2017	\$0	NA	\$0	0.00%	\$4,696,400	Varies	\$4,791,700 <u>1/2/</u>	\$1,041,700 <u>3/</u>
FY 2018	\$0	NA	\$0	0.00%	\$97,700	January 1	\$195,300 <u>4/</u>	\$1,201,400 <u>5/</u>
FY 2019	\$0	NA	\$0	0.00%	\$223,500	January 1	\$0 <u>6/</u>	\$0
FY 2020	\$0	NA	\$0	0.00%	\$69,735,100	July 1	\$69,735,100 <u>7/</u>	\$2,291,600 <u>7/</u>
FY 2021	\$0	NA	\$0	0.00%	\$0	NA	\$0	\$0
FY 2022	\$0	NA	\$0	0.00%	\$64,698,000	July 1	\$64,698,000 <u>8/</u>	\$12,375,300 <u>9/</u>
FY 2023	\$126,365,000 <u>10/</u>	July 9	\$126,365,000	10.00% <u>10/</u>	\$86,051,800	Varies	\$89,190,500 <u>11/</u>	\$62,572,600 <u>12/</u>
FY 2024	\$0	NA	\$0	0.00%	\$1,136,100	January 1	\$2,272,200 <u>13/</u>	\$8,967,500 <u>14/</u>
FY 2025	\$0	NA	\$0	0.00%	\$1,134,900	January 1	\$4,539,300 <u>15/</u>	\$0
FY 2026	\$0	NA	\$0	0.00%	\$4,956,000	July 1	\$4,956,000 <u>16/</u>	\$8,565,700 <u>16/</u>

- 1/ Funds a 3.0% pay increase for all sworn officers and civilian staff within the DPS Highway Patrol Division, effective July 1, 2016.
- 2/ 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.
- 3/ Funds the OF cost of FY 2017 DPS salary increases and a salary increase for Wildlife Rangers in the Game and Fish Department.
- 4/ 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.
- 5/ Funds a 3.0% pay increase for non-Highway Patrol civilian staff in DPS.
- 6/ 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.
- 7/ 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.
- 8/ 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.
- 9/ Funds the OF cost of salary increases for select employees in the Parks Board, ADOT, Board of Dispensing Opticians, and Game and Fish Department.
- 10/ Funds General Fund cost of a 10% salary increase for all state employees excluding the Universities, judges, and elected officials.
- 11/ 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. 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.
- 12/ 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.
- 13/ Funds the cost to increase Superior Court judges salaries to \$180,000 effective January 1, 2024.
- 14/ Funds the OF cost of salary increase for selected employees in the Corporation Commission, ADOT and the State Board of Podiatry Examiners. See General Provisions section in the *FY 2024 Appropriations Report* for more information.
- 15/ Funds salary increases for justices and judges in the Supreme Court, Court of Appeals, and the Superior Court over two years. The first increase will go into effect January 1, 2025 (a \$10,000 increase for each justice or judge). On January 1, 2026 salaries will be increased by an additional \$10,000. The full cost of these increases will be \$4.5 million. The full implementation of this increase will occur in FY 2027.
- 16/ Funds a 5% salary increase for all AZPOST-certified positions, a 5% salary increase for dispatchers at DPS, a 15% salary increase for firefighters, and a 10% salary increase for all staff at the Pioneers Home. Also funds unspecified salary increases at the Corporation Commission, Osteopathic Examiners Board and the Psychologist Examiners Board.

SALARY ADJUSTMENTS FOR ELECTED OFFICIALS

	Jan. 1, 2023 <u>1/</u>	Jan. 1, 2024	Jan. 1, 2025	Jan. 1, 2026
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	\$ 212,000	\$ 212,000	\$ 222,000	\$ 232,000
Other Supreme Court Justices	\$ 205,000	\$ 205,000	\$ 215,000	\$ 225,000
Appellate Judges	\$ 190,000	\$ 190,000	\$ 200,000	\$ 210,000
Superior Court Judges	\$ 164,700	\$ 180,000	\$ 190,000	\$ 200,000
Legislators	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000

1/ See the FY 2024 Appropriations Report for elected officials salary adjustments prior to January 1, 2023.