

STATEWIDE GENERAL AND MERIT SALARY ADJUSTMENTS FOR STATE EMPLOYEES SINCE FY 1977 1/

<u>Fiscal Year</u>	<u>Appropriation <u>2/</u></u>	<u>Start Date</u>	<u>Annual Cost <u>2/</u></u>	<u>General Adjustment <u>3/</u></u>	<u>Merit Adjustment</u>	<u>Total Adjustment</u>
FY 1977	\$ 22,353,000	July 1, 1976	\$ 22,353,000	8.00%	-	8.00%
FY 1978	22,000,000	July 1, 1977	22,000,000	2% - 5% <u>4/</u>	-	2% - 5%
FY 1979	24,970,900	July 1, 1978	24,970,900	7.10%	-	7.10%
FY 1980	23,300,000	July 1, 1979	23,300,000	6.00%	-	6.00%
FY 1981	55,317,000	July 1, 1980	55,317,000	10.00%	-	10.00%
FY 1982	51,484,800	July 1, 1981	51,484,800	8.00%	-	8.00%
FY 1983	30,900,000	July 1, 1982	30,887,900	4.50%	-	4.50%
FY 1984	18,861,300	January 1, 1984	37,722,600	5.00%	-	5.00%
FY 1985	29,572,300	January 1, 1985	59,144,600	5.00%	2.50%	7.50%
FY 1986	24,952,000	January 1, 1986	49,904,000	4.00%	1.25%	5.25%
FY 1987	27,000,000	January 1, 1987	54,000,000	3.00%	3.00%	6.00%
FY 1988	15,200,000	July 1, 1987	15,200,000	1.50%	-	1.50%
FY 1989	30,556,600	July 1, 1988	30,556,600	3.50%	-	3.50%
FY 1990	12,600,000	July 1, 1989	12,600,000	-	1.25%	1.25%
FY 1991	45,550,000	July 1, 1990	45,550,000	4.50%	-	4.50%
FY 1992	-	NA	-	-	-	-
FY 1993	9,100,000	April 1, 1993	36,400,000	\$1,000/FTE <u>5/</u>	-	-
FY 1994	-	NA	-	-	-	0.00%
FY 1995	40,700,000	July 1, 1994	57,900,000	3.00%	-	3.00%
		April 1, 1995	-	2.00%	-	2.00%
FY 1996	12,700,000	January 1, 1996	25,400,000	-	2.00%	2.00%
FY 1997	8,430,000	April 1, 1997	33,720,000	1% and \$500//FTE <u>6/</u>	-	-
FY 1998	22,500,000	October 1, 1997	30,000,000	2.5% Up to \$1,000/FTE <u>7/</u>	-	-
		January 1, 1998	36,000,000	-	2.50% <u>8/</u>	2.50%
FY 1999	19,000,000	January 1, 1999	38,000,000	-	2.50% <u>8/</u>	2.50%
FY 2000	7,206,600	April 1, 2000	28,820,900	-	2.00% <u>9/</u>	2.00%
FY 2001	7,433,100	April 1, 2000	29,732,400	-	2.00% <u>9/</u>	2.00%
FY 2002	3,971,700	June 8, 2002	63,022,700	\$1,450/FTE <u>10/</u>	-	-
FY 2003	-	NA	-	-	-	-
FY 2004	-	NA	-	-	-	-
FY 2005	42,136,200	July 1, 2004	42,136,200	\$1,000/FTE <u>11/</u>	-	-
FY 2006	26,992,200	July 1, 2005	26,992,200	1.70%	-	1.70%
FY 2007	129,686,700 <u>12/</u>	March 11, 2006	129,686,700 <u>13/</u>	\$1,650/FTE <u>14/</u>	2.50%	6.30%
FY 2008	68,755,000	July 1, 2007	68,755,000 <u>15/</u>	3.00%	0.25%	3.25%
FY 2009	-	NA	-	-	-	-
FY 2010	-	NA	-	-	-	-
FY 2011	(33,464,400) <u>16/</u>	July 1, 2010	(36,855,100) <u>17/</u>	-1.92% <u>18/</u>	-2.75% <u>18/</u>	-4.67%
FY 2012	-	NA	-	-	-	-
FY 2013	16,633,400 <u>19/</u>	Sept. 29, 2012	23,500,000 <u>20/</u>	5.00% <u>19/</u>	-	5.00%
FY 2014	-	NA	-	-	-	-
FY 2015	3,300,000	July 1, 2014	3,300,000 <u>21/</u>	- <u>21/</u>	-	-
FY 2016	-	NA	-	-	-	-
FY 2017	4,696,400	Varies	4,791,700 <u>22/ 23/</u>	- <u>22/ 23/</u>	-	-
FY 2018	97,700	January 1, 2018	195,300 <u>24/</u>	- <u>24/</u>	-	-

Fiscal Year	Appropriation ^{2/}	Start Date	Annual Cost ^{2/}	General Adjustment ^{3/}	Merit Adjustment	Total Adjustment
FY 2019	97,600	January 1, 2019	- ^{25/}	- ^{25/}	-	-
FY 2020	69,735,100 ^{26/}	July 1, 2019	69,735,100	Varies ^{26/}	-	Varies
FY 2021	-	NA	-	-	-	-
FY 2022	64,698,000 ^{27/}	July 1, 2019	64,698,000	Varies ^{27/}	-	Varies
FY 2023	212,416,800 ^{28/}	July 9, 2022	215,555,500 ^{29/}	10.00-20.00% ^{28/}	Varies ^{28/}	Varies
FY 2024	1,136,100 ^{30/}	January 1, 2024	2,272,100 ^{30/}	-	Varies	Varies
FY 2025	1,134,900 ^{31/}	January 1, 2025	4,539,300 ^{31/}	- ^{31/}	-	-

- ^{1/} Represents General Fund appropriations. Amounts shown for each salary adjustment reflect the cost in the first fiscal year.
- ^{2/} Shown in Nominal Dollars.
- ^{3/} Usually applies to all state employees except where noted.
- ^{4/} Ranges from 2.0% for employees making over \$18,000 to 5.0% for employees making less than \$7,000. Certain employees making over \$40,000 did not receive a salary adjustment.
- ^{5/} Equates to approximately 4.2%.
- ^{6/} Equates to approximately 2.9%.
- ^{7/} Equates to approximately 2.44%.
- ^{8/} Funds merit increases up to 5.0%.
- ^{9/} Funds merit increases up to 4.0%.
- ^{10/} Equates to approximately 3.73%.
- ^{11/} Equates to approximately 2.6%. Universities may determine how to delineate salary funding, there is no \$1,000 guarantee.
- ^{12/} Salary Adjustment went into effect on March 11, 2006. \$39,854,000 was appropriated for the FY 2006 adjustments.
- ^{13/} Laws 2006, Chapter 1 originally appropriated \$130,241,800 for the salary adjustments. Laws 2006, Chapter 261 reduced the appropriation by \$(555,100).
- ^{14/} Equates to approximately 3.8%.
- ^{15/} Provides funding for the equivalent of a 3.0% adjustment to the Personal Services Base in the FY 2008 JLBC Baseline.
- ^{16/} Represents General Fund savings from the pay reduction that were budgeted in FY 2011, but excludes the uncaptured furlough savings realized during the FY 2012 budget process. Savings are based on 6 furlough days. *See footnote 18.*
- ^{17/} The FY 2011 General Appropriation Act assumed a fixed level of General Fund savings associated with the furlough - savings were actually \$3.4 million greater and were reflected in the FY 2012 budget.
- ^{18/} Represents 5 furlough days (1.92%) except for certain exempted positions and a (2.75)% pay reduction. Where possible, the (2.75)% reduction was intended to eliminate the FY 2007 and FY 2008 Performance Adjustments. The furlough was originally authorized for 6 days in both FY 2011 and FY 2012, while the salary reduction was permanent. Laws 2011, Chapter 26 subsequently eliminated one of the 6 mandatory furlough days in FY 2011 and all furlough days in FY 2012, but the budget did not restore any of the associated funding except for \$158,800 from the General Fund to several smaller agencies in FY 2012.
- ^{19/} 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 were converted from covered to uncovered as a result of the 2012 Omnibus Personnel Bill (Laws 2012, Chapter 321).
- ^{20/} The FY 2014 budget annualized and made permanent the 5% one-time critical retention payment from FY 2013 for all non-university state employees who were uncovered as of September 29, 2012.
- ^{21/} Funds a 2.0% increase for all employees at the Arizona Department of Public Safety.
- ^{22/} Funds a 3.0% increase for all sworn officers and civilian staff within the Highway Patrol Division at DPS, effective July 1, 2016.
- ^{23/} 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 January 1, 2018.
- ^{24/} 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 became effective January 1, 2018.
- ^{25/} Funds the annualization of the second 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.

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<u>26/</u>	Funds salary increases for select state employees in the Department of Agriculture, Attorney General, Department of Child Safety, Corporation Commission, Department of Corrections, Game and Fish Department, Department of Health Services, Department of Insurance, Judiciary, Department of Juvenile Corrections, Department of Liquor Licenses and Control, Arizona State Parks Board, Department of Public Safety, and Department of Transportation.					
<u>27/</u>	Funds salary increases for select state employees in the Department of Agriculture, Department of Child Safety, Department of Corrections, Department of Economic Security, Department of Juvenile Corrections, Department of Public Safety and Department of Water Resources					
<u>28/</u>	Funds the General Fund cost for all state employees excluding the Universities, judges, and elected officials. All other state employees received at least a 10% salary increase. ADC and DJC received a 20% salary increase, and DPS received 15%. 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. Also funds the first year of judicial salary increases effective January 1, 2023. (See General Provisions section in the FY 2023 Appropriations Report for more information.)					
<u>29/</u>	Includes the annualized 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. (See General Provisions section in the FY 2023 Appropriations Report for more information.)					
<u>30/</u>	Includes the state's share of the cost to increase Superior Court judges salaries to \$180,000 effective January 1, 2024, which will be fully annualized in FY 2025.					
<u>31/</u>	Includes the state's share of the cost to increase justices and judges of 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 and 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.					