

WASHINGTON STATE UNIVERSITY

**SALARY INCREASE HISTORY**  
**By OFM Employee Type**  
*(Years With Increases)*

| FY   | Effective Mo. / Yr. | Faculty        | Prof Admin     | Acad Admin     | Librarians     | Counselors     | Graduate Assts | Classified     |
|------|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1990 | 01 / 90             | 6.10% <i>b</i> | 2.50%          |                |                |                | 6.10%          | 2.50%          |
| 1991 | 01 / 91             | 6.10% <i>b</i> | 6.00%          | 6.10%          | 6.10%          | 6.00%          | 6.10%          | 6.00%          |
| 1992 | 01 / 92             | 3.90% <i>b</i> | 3.90% <i>a</i> | 3.90% <i>a</i> | 3.90% <i>a</i> | 3.90% <i>a</i> | 3.90% <i>a</i> | 3.60%          |
| 1993 | 01 / 93             | 3.00% <i>b</i> | 3.00% <i>a</i> | 3.00% <i>a</i> | 3.00% <i>a</i> | 3.00% <i>a</i> | 3.00% <i>a</i> | 3.00%          |
| 1996 | 07 / 95             | 4.00% <i>c</i> | 4.00% <i>c</i> | 4.00%          | 4.00%          | 4.00%          | 4.00%          | 4.00%          |
| 1998 | 07 / 97d            | 4.65% <i>b</i> | 4.00% <i>c</i> | 4.00%          | 4.00%          | 4.00%          | 4.00%          | 3.00%          |
| 1999 | 07 / 98d            | 2.00% <i>b</i> | 2.00% <i>c</i> | 2.00%          | 2.00%          | 2.00%          | 2.00%          | 0.00%          |
| 2000 | 07 / 99e            | 5.00% <i>b</i> | 5.00% <i>c</i> | 5.00%          | 5.00%          | 5.00%          | 5.00%          | 3.00%          |
| 2001 | 07 / 00f            | 4.17% <i>b</i> | 3.00% <i>c</i> | 3.00%          | 4.17%          | 3.00%          | 3.00%          | 3.00%          |
| 2002 | 07 / 01g            | 4.10% <i>b</i> | 3.90% <i>g</i> | 4.10%          | 4.10%          | 4.10%          | 7.70%          | 3.70% <i>h</i> |
| 2003 | 01 / 03i            | 1.54% <i>i</i> | 1.54% <i>i</i> |                |                |                | 0.00%          | 0.00%          |
| 2004 | 01 / 04j            | 3.00% <i>b</i> | 3.00% <i>c</i> |                |                |                | 2.00%          | 0.00%          |
| 2006 | 07 / 05k            |                |                |                |                |                |                | 3.2%+ <i>k</i> |
| 2006 | 09 / 05l            | 5.00% <i>b</i> | 5.00% <i>c</i> |                |                |                | 5.00% <i>l</i> | 3.20% <i>l</i> |
| 2007 | 07 / 06k            |                |                |                |                |                |                | 2.0%+ <i>k</i> |
| 2007 | 09 / 06m            | 3.00% <i>b</i> | 3.00% <i>c</i> |                |                |                | 3.00% <i>m</i> | 1.60% <i>m</i> |
| 2007 | 07 / 07n            |                |                |                |                |                |                | 4.90% <i>n</i> |
| 2008 | 09 / 07o            | 3.20% <i>b</i> | 3.20% <i>c</i> |                |                |                | 3.20% <i>o</i> | 3.20% <i>o</i> |
| 2009 | 09 / 08p            | 4.00% <i>b</i> | 4.00% <i>c</i> |                |                |                | 4.00% <i>p</i> | 2.00% <i>p</i> |
| 2014 | 01 / 14q            | 6.50% <i>r</i> | 4.00%          |                |                |                | 4.00%          | 0.00%          |
| 2015 | 01 / 15s            | 4.00%          | 3.00%          |                |                |                | 4.00%          | 0.00%          |
| 2016 | 07 / 15t            |                |                |                |                |                |                | 3.00%          |
| 2017 | 07 / 16u            | 1.80%          | 1.80%          |                |                |                | 1.80%          | 1.80%          |
| 2018 | 07 / 17v            |                |                |                |                |                |                | 2.00%          |

- a* Employees in these classifications are granted a salary increase of 3.1% with a .8% equity/merit increase allowance in January 1, 1992, and 2.5% with a .5% equity/merit increase allowance in January 1, 1993.
- b* Includes merit, market and equity adjustments and across the board increases.
- c* Based on merit.
- d* In Biennium 97-99, the legislature authorized a 3.0% increase and a retention pool of approx.0.65% on 7/97. Institutions were allowed to fund an additional 1.0% increase on 7/1/97 and a 2.0% increase on 7/1/98.
- e* In Biennium 99-01, the legislature authorized 3.0% increases on 7/1/99 and 7/1/00 and a retention pool of 1.0% on 7/1/99. Institutions were allowed to fund an additional retention increase from tuition.
- f* A 1.55% retention pool funded from tuition was awarded to tenure track faculty. This resulted in an over-all retention incr. of 1.17% for faculty groups.
- g* The legislature authorized a 3.7% increase on 7/1/01, but only funded 88% of the amount authorized. Some areas received amounts from the Budget Council. Areas were permitted to add increases from area funds, with VP approval. Additions brought the avg. up to 4.1% for faculty and 3.9% for A/P staff -- OFM group "Prof Admin" includes faculty & A/P. Most Grad Asst. increases were 3.7%, but added funding for the Grad School & Sciences (13.7% on avg.) brought this over-all Avg to 7.7%.
- h* Certain classified staff received increases on 1/1/03 through the 6767 process.
- i* No general increase was given. A 2M internal retention pool funded by tuition and supplemented by areas was made available for increases effective 1/1/03. This resulted in an over-all retention increase of 1.54% for faculty and A/P groups. Acad. Admin, Librarians, and Counselors included in the Faculty column.
- j* The legislature granted recruitment and retention money for Biennium 03-05. It was awarded to approx. 20% of elig. fac and A/P employees resulting in an average 1% increase. In addition, an internally funded 2% general increase was given to faculty, A/P and graduate students effective 1/1/04. Academic Administrators, Librarians, and Counselors are included in the Faculty column.
- k* In Biennium 05-07, bargaining units 1, 5, and 11 received funding for a 3.2% increase on 7/1/05 and a 2% lump sum payment effective 7/1/06. The legislature funded bargaining unit 4 with a 3.2% increase on 7/1/05 and a 2.9% lump sum payment on 7/1/06. Bargaining units 1, 2(supervisors), 4, and 11 received the 3.2% increases effective 7/1/05. BU3 employees decertified. BU5 employees also decertified. BU2,9,10 were disclaimed by the union. Certain employees covered by the 2002 DOP Salary Survey received increases ranging from 2.5% to 25% on 7/1/05.
- l* The legislature funded a 3.2% salary increase, effective 9/1/05, for faculty, a/p, grads, and non-represented classifieds. Internal (tuition) funds were added to increase the percentage to 5.0% for faculty, A/P, and graduates. After the legislation, our mix of represented vs non-represented employees changed per above. Consequently, additional funding was requested and granted on the supplemental budget for this new level of non-represented staff.
- m* The legislature funded a 1.6% salary increase, effective 9/1/06, for faculty, AP, grads, and non-represented classifieds. Internal (tuition) funds were added to increase the average percentage to 3.0% for faculty, AP and graduates.
- n* Increases averaging 4.9% were given to nonrepresented civil service and bargaining unit employees effective July 1, 2007. These increases included salary survey, class consolidation, additional step and agency request increases for certain classes and a 3.2% across-the-board increase for bargaining unit employees.
- o* The legislature funded a 3.2% salary increase, effective 9/1/07, for faculty, administrative professional, graduate, and non-represented civil service employees.
- p* In FY09, the legislature funded a 2.0% salary increase, effective 9/1/08, for faculty, administrative professional, graduate, and non-represented civil service employees. Internal (tuition) funds were added increasing the average percentage to 4.0% for faculty, AP and graduate students. Represented employees received a 2% across-the-board increase on July 1, 2008.

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| <i>q</i> | State reinvestment in higher education in the 2013-15 biennium allowed WSU to fund a 4% across-the-board increase, effective 01/01/14, for faculty, administrative professional and graduate assistant employees and an additional meritorious increase for eligible tenured, tenure-track, and clinical faculty.   |
| <i>r</i> | A faculty merit pool comprised of approximately \$2M of state funds was supplemented with area funds. The merit plus across-the-board increase for faculty resulted in an overall increase of approximately 6.5% in the total faculty salary base.  |
| <i>s</i> | Effective 01/01/15 WSU self-funded a 4% increase for faculty and graduate students and a 3% increase for exempt employees. Faculty increases for clinical and tenure track faculty were awarded per the faculty manual. Instructors, graduate students and exempt employees all received across-the-board increases. Effective 7/1/2015 the legislature provided permanent funding equivalent to a 3% increase for the aforementioned employee classes. |
| <i>t</i> | The legislature provided funds for a 3% general wage increase. Classified staff received a 3% increase effective July 1, 2015.  |
| <i>u</i> | The legislature provided funds for a 1.8% general wage increase effective July 1, 2016.   |
| <i>v</i> | The legislature provided funds for a general wage increase for classified employees effective July 1, 2017. Payscale for classified staff were increased by 2% on 7/1/17  |
| Notes:   | Increases to faculty and exempt are based on the pool of salaries. Individual increases for faculty vary according to merit, extraordinary merit and marketplace adjustments. Exempt employees are based on merit unless a portion is designated as across-the-board.   |
|          | Graduate assistant and classified staff increases are across-the-board.   |
|          | Reclassifications, out of cycle increases, and one-time payments are not reflected in the table above.  |
|          | Increase history prior to 1990 is available upon request.   |
|          | Periodic Increment Date (PID): Increment awarded to classified staff after the first six months of employment and annually thereafter, until top step of range is reached. Those eligible for a PID step are awarded a 5% increase.   |
|          | New employee classifications were implemented in 1991. WSU's Fiscal Year runs from July, 1st through June, 30th.  |
| Source:  | Budget Office Salary Report   |
| File:    | WSU Salary Increase History   |
| Contact: | KP  |