

**Cost-of-Living, Merit, Bonus Pay Raises Granted to
State Employees and Increases in Inflation**

Fiscal Year	C-O-L Raises	Merit	Bonus	Inflation
1970-71	0	4.0%		5.7%
1971-72	0	4.0%		4.4%
1972-73	5.5%	4.0%		3.2%
1973-74	5.5%	4.0%		6.2%
1974-75	7.0%	4.0%		11.0%
1975-76	4.3%	4.0%		9.1%
1976-77	4.0%	0		5.8%
1977-78	5.0%	3.0%		6.5%
1978-79	4.0% in July; 4.0% in January	3.0%		7.6%
1979-80	3.62% plus \$450	3.0%		11.3%
1980-81	7.0%	3.0%		13.5%
1981-82	7.0% ¹	3.0%		10.3%
1982-83	0 ²	2.0%		6.2%
1983-84	5.0%	0		3.2%
1984-85	6.0% ³	2.0%		4.3%
1985-86	6.0%	0		3.6%
1986-87	3.0%	0		1.9%
1987-88	2.0%	1.0%		3.6%
1988-89	4.0%	0	\$365 bonus	4.1%
1989-90	2.0% in July; 2.0% in January	6	\$286/\$143 bonuses ⁴	4.8%
1990-91	2.5% ¹	2.0%		5.4%
1991-92	0	0		4.2%
1992-93	2.0% ⁶	0	\$320/\$160 bonuses ⁷	3.0%
1993-94	0	0	\$368/\$184 bonuses ⁸	3.0%
1994-95	2%+, .5%-1.5% in-grade July 1	1.3% average October 1		2.6%
1995-96	2.5%+.5%-1.5% in-grade July 1	0		2.8%
1996-97	3.4% ¹	0		3.0%
1997-98	2.5% ¹⁰	0		2.3%
1998-99	2.5%	0		1.6%
1999-00	3.0%	1% average	\$300 deferred compensation match	2.2%
2000-01	2.5%	1% average on employee review dates		3.4%
2001-02	1.5%	1% average on employee review dates		2.8%
2002-03	0	0		1.6%
2003-04	0	0		2.4%
2004-05	3.0%	0		1.6%
2005-06	4.0%	0		3.4%
2006-07	3.0%	0		3.5%
2007-08	3.0%	0		2.4%

¹Effective fifth pay period Governor vetoed 5% cost-of-living raise ²Delayed one pay period ³\$286 for salaries under \$20,000; \$143 for salaries over \$20,000 Effective September 1

Effective October 1 ⁴\$320 for salaries under \$25,000 \$160 for salaries over \$25,000 ⁵\$368 for salaries under \$25,000 \$184 for salaries \$25,001-\$35,000 ⁶Effective October 1

⁷Effective October 1 ⁸Employees with at least 24 months of state service; state matches contributions up to \$300 of those earning more than \$20,000 annually and currently enrolled; provides \$300 for all employees earning less than \$20,000