

SALARY HISTORY
FACULTY, ADMINISTRATORS/PROFESSIONALS, CAREER SERVICE

2018-2019	Faculty, AP and CS	<p>No raise – President authorized the following:</p> <p>All full-time employees, employed as of 6/1/18, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid on June 30, 2018 for services performed from April 1, 2018 through May 31, 2018 or a prorated share based on the days of full-time employment for this period.</p> <p>All full-time employees, employed as of 10/16/18, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid on November 15, 2018 for services performed from September 16, 2018, through October 15, 2018 or a prorated share based on the days of full-time employment for this period.</p> <p>All full-time employees, employed as of 2/1/19, received a one-time, non-recurring periodic salary supplement of \$1250 paid on April 30, 2019 for services performed from 2/1/19 – 3/31/19 or a prorated share based on the days of full-time employment for this period.</p> <p>Personnel with an active part-time primary appointment on or after February 1, 2019, through and including April 1, 2019, who perform services during the time period of February 1, 2019, through March 31, 2019, may receive a non-recurring \$375 supplement to be paid on or about April 30, 2019.</p> <p>**Note: Tempforce talent who were employed from 2/1/19-4/1/19 and regularly performing service to the college during that time also received \$375 on or about 4/15/19.</p>
2017-2018	Faculty	9.5% annual increase on their individual base salary.
	A&P	9.5% annual increase on their individual base salary.
	CS	9.5% annual increase on their individual base salary.
	PT	4% annual increase on their individual hourly rate or the new base, which was increased by 85, whichever is higher.
	Adjunct	increased to \$744
2016-2017	Faculty	2% annual increase on their individual base salary; those employed as of November 1, 2016 receive a one-time, non-recurring salary supplement of \$1250; those employed as March 1, 2017 receive a one-time, non-recurring salary supplement of \$1250.
	A&P	2% annual increase on their individual base salary; those

employed as of November 1, 2016 receive a one-time, non-recurring salary supplement of \$1250; those employed as March 1, 2017 receive a one-time, non-recurring salary supplement of \$1250.

	CS	2% annual increase on their individual base salary; \$650 flat rate added to individual base; those employed as of November 1, 2016 receive a one-time, non-recurring salary supplement of \$1250; those employed as March 1, 2017 receive a one-time, non-recurring salary supplement of \$1250.
	PT	2% annual increase on their individual hourly rate
	Adjunct	increased to \$715
2015-2016	Faculty	No raise – President authorized the following: Full-time faculty employed as of 11/1/15, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from September 1, 2015 through October 31, 2015 or a prorated share based on the days of full-time employment for this period.
	Adm/Prof	No raise – President authorized the following: Full-time A&P, employed as of 11/1/15, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from September 1, 2015 through October 31, 2015 or a prorated share based on the days of full-time employment for this period.
	C/S	No raise – President authorized the following: Full-time career service staff employed as of 11/1/15, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from September 1, 2015 through October 31, 2015 or a prorated share based on the days of full-time employment for this period
	PT	No increase on individual hourly rate
	Adjunct Faculty	The adjunct rate was \$701
2014-2015	Faculty	Effective July 1, 2014 for 12 month and August 22, 2014 for 9 month, full-time faculty personnel may receive a 2% increase on their individual base salary. Full-time faculty employed as of 11/1/14, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon completion of service for services performed from the start of the 2014-2015 contract or a prorated share based on the days of full-time employment for this period.
	Adm/Prof	Effective July 1, 2014, full-time A & P personnel may receive 2% increase on their individual 2013-2014 base salary. Full-time A & P personnel employed as of 11/1/14, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon

completion of service for services performed from July 1, 2014 through October 31, 2014 or a prorated share based on the days of full-time employment for this period.

	C/S	Effective July 1, 2014 career service personnel may receive a 2% increase on their individual base salary. Full-time career service staff employed as of 11/1/14, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon completion of service for services performed from July 1, 2014 through October 31, 2014 or a prorated share based on the days of full-time employment for this period.
	PT hourly	Effective July 1, 2014, part time hourly employees may receive a 2% increase on their individual 2013-2014 hourly rate.
	Adjunct	Rate increased to \$701 per credit hour
2013-2014	Faculty	Effective July 1, 2013, full-time faculty personnel may receive a 5% increase on their individual 2012-2013 base salary.
	Adm/Prof	Effective July 1, 2013, full-time A&P personnel may receive a 5% increase on their individual 2012-2013 base salary.
	C/S	Effective July 1, 2013, full-time C/S personnel may receive a 5% increase on their individual 2012-2013 base salary.
	PT hourly Employees	Effective July 1, 2013, part-time personnel may receive a 5% increase on their individual 2012-2013 hourly rate
	Adjunct Faculty	The adjunct rate of pay increased from \$667 to \$687
	FCSRMC	Effective July 1, 2013 3% increase on individual base salary
2012-2013	Faculty	Effective July 1, 2012, full-time faculty personnel may receive a 2% increase on their individual base salary. Full-time faculty employed as of 11/1/12, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon completion of service for services performed from the start of the 2012-2013 contract or a prorated share based on the days of full-time employment for this period.
	Adm/Prof	Effective July 1, 2012, full-time A & P personnel may receive 2% increase on their individual 2011-2012 base salary. Full-time A & P personnel employed as of 11/1/12, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon completion of service for services performed from July 1, 2012 through October 31, 2012 or a prorated share based on the days of full-time employment for this period.
	C/S	Effective July 1, 2012 career service personnel may receive a 2% increase on their individual base salary. Full-time career service staff employed as of 11/1/12, may receive a one-time, non-recurring periodic salary supplement of \$500 to be paid upon completion of service for services performed from July 1, 2012 through October 31, 2012 or a prorated share based on the days of full-time employment for this period.

	PT hourly Employees	No increase on individual hourly rate.
	Adjunct Faculty	The adjunct rate remained at \$667
	FCSRMC	Effective July 1, 2012 3% increase on individual base salary
2011-2012	Faculty	Effective July 1, 2011, full-time faculty personnel may receive 2 steps equal to 2% of the minimum of the salary range added to their 2010-2011 base salary and a 2.5% increase on the revised 2010-2011 base salary.
	Adm/Prof	Effective July 1, 2011, full-time A&P personnel may receive 2 steps equal to 2% of the minimum of the salary range added to their 2010-2011 base salary and a 2.5% increase on the revised 2010-2011 base salary.
	C/S	Effective July 1, 2011 career service personnel may receive 2 steps of 2.5% of the minimum of the salary range added to their 2010-2011 base salary and a 2.5% increase on the revised 2010-2011 base salary.
	PT Career & Student Employees	Hired prior to July 1, 2011, may receive an increase of up to 2.5% on their 2010-2011 hourly rate effective on their new July 1, 2011 appointments.
	Adjunct Faculty	The adjunct rate increased from \$651 to \$667
	FCSRMC	Effective July 1, 2011 3% increase on individual base salary
2010-2011	Faculty	Effective July 1, 2010, full-time faculty personnel may receive \$1000 on their 2009-2010 base salary and a 5% increase on the revised 2009-2010 base.
	Adm/Prof	Effective July 1, 2010, full-time A&P personnel may receive \$1000 on their 2009-2010 base salary and a 5% increase on the revised 2009-2010 base.
	C/S	Effective July 1, 2010, full-time career service personnel may receive \$1000 on their 2009-2010 base salary and a 5% increase on the revised 2009-2010 base.
	PT hourly Employees	Hired prior to July 1, 2010, may receive an increase of up to 5% on their 2009-2010 hourly rate effective on their new July 1, 2010 appointments.
	Adjunct Faculty	The adjunct rate increased from \$620 to \$651
	FCSRMC	Effective July 1, 2010 3% increase on individual base salary
2009-10	Faculty	No raise – President authorized the following: Full-time faculty employed as of 11/1/09, may receive a one-time,

		non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from start of 2009-2010 contract through 10/31/09 or a prorated share based on the days of full-time employment for this period.
	Adm/Prof	No raise – President authorized the following: Full-time A&P, employed as of 11/1/09, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from 7/1/09 through 10/31/09 or a prorated share based on the days of full-time employment for this period.
	C/S	No raise – President authorized the following: Full-time career service staff employed as of 11/1/09, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from 7/1/09 through 10/31/09 or a prorated share based on the days of full-time employment for this period
	PT	No increase on individual hourly rate
	Adjunct Faculty	The adjunct rate was \$620
	FCSRMC	No raise.
2008-09	Faculty	Full-time faculty employed as of 11/1/08, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from start of 2008-2009 contract through 10/31/08 or a prorated share based on the days of full-time employment for this period.
	Adm/Prof	Full-time A&P, employed as of 11/1/08, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from 7/1/08 through 10/31/08 or a prorated share based on the days of full-time employment for this period.
	C/S	Full-time career service staff employed as of 11/1/08, may receive a one-time, non-recurring periodic salary supplement of \$1000 to be paid upon completion of service for services performed from 7/1/08 through 10/31/08 or a prorated share based on the days of full-time employment for this period
	PT	2% increase on individual hourly rate, effective 1/1/09
	FCSRMC	Effective July 1, 2008 2% of individual base salary
2007-08	Faculty	3.0% increase on 06/07 individual base salary
	Adm/Prof	3.0% increase on 06/07 individual base salary
	C/S	2.5% of the base of the individual employee's salary range plus 1.15% of the individual employee's 2006-2007 salary
	PT	3% increase on individual hourly rate

	FCSRMC	3% increase on 06/07 individual base salary
2006-07	Faculty	2-Term 9 mo Contract Implemented @ 2005-2006 Salary, 12 mo faculty \$5300 over 2005-2006 salary
	Adm/Prof	4.0% increase on base
	C/S	2.5% of the base of the individual employee's salary range plus 2.0% of individual employee's 2005/2006 salary for those who have exceeded maximum salary range: 1.25% of the base of the individual employee's salary range plus 2.0% of individual employee's 2005/2006 salary
	PT	Not applicable
	FCSRMC	5% increase on 2005/2006 individual base salary
2005-06	Faculty	2.5% increase on base
	Adm/Prof	2.5% increase on base or recommended salary per the equity study, whichever is greater
	C/S	.65% of base salary and 2.5% of the minimum of the salary range or 1.25% of the minimum of the salary range for those who have exceeded maximum salary range
	PT	2.5% increase on individual hourly rate if hired prior to July 1, 2005
2004-05	Faculty	5.0% increase on base
	Adm/Prof	5.0% increase on base
	C/S	5.0% increase on base or recommended salary per the equity study, whichever is greater
	PT	5% increase on individual hourly rate if hired prior to July 1, 2004
2003-04	Faculty	2.0% increase on base
	Adm/Prof	2.0% increase on base
	C/S	2.0% increase on base
	PT	2.0% increase on individual hourly rate if hired prior to July 1, 2003
2002-03	Faculty	2.5% increase on base
	Adm/Prof	2.5% increase on base
	C/S	2.5% increase on base or recommended salary per the compensation study, whichever is greater
	PT	2.5% increase on individual hourly rate if hired prior to July 1, 2002
2001-02	Faculty	4% increase on base
	Adm/Prof	4% increase on base
	C/S	4% increase on base
	PT	4% increase on individual hourly rate if hired prior to July 1, 2001
2000-01	Faculty	4% increase on base

	Adm/Prof	4% increase on base
	C/S	4% increase on base
	PT	4% increase on individual hourly rate if hired prior to July 1, 2000
1999-00	Faculty	3.5% + \$832 increase on base
	Adm/Prof	4.5% increase on base
	Non Inst Fac	4.5% increase on base
	C/S	4.5% increase on base
	PT	4.5% increase on individual hourly rate if hired prior to July 1, 1999
1998-99	Faculty	2% increase on base plus \$1,200
	Adm/Prof	3% increase on base plus \$300
	Non Inst Fac	3% increase on base plus \$300
	C/S	3% increase on base plus \$300
	PT	4% increase on individual hourly rate if hired prior to July 1, 1998
1997-98	Faculty	3% increase on base before insurance adjustment
	Adm/Prof	3% increase on base before insurance adjustment
	C/S	3% increase on base before insurance adjustment
	PT	3% increase on individual hourly rate if hired prior to July 1, 1997
1996-97	Faculty	\$400 to base, plus 5% of adjusted base
	Adm/Prof	\$400 to base, plus 4% of adjusted base
	C/S	\$400 to base, plus 4% of adjusted base
	PT	4% increase on individual hourly rate if hired prior to July 1, 1996
1995-96		No raise - \$400 non-recurring periodic salary supplement/Dec.
1994-95	Faculty	Effective 10/1/94, 2% plus \$374
	Adm	Effective 10/1/94, 3%
	P/S	Effective 10/1/94, 2% plus \$298
	C/S	Effective 10/1/94, 3%
1993-94	Faculty	Effective with contract year 1993-94 2% plus \$364
	Adm	Effective 9/1/93, 3%
	P/S	Effective 9/1/93, 2% plus \$252
	C/S	Effective 9/1/93, 3%
1992-93	Faculty	3% plus \$883
	Adm	Effective July 1, adm are to receive an increase of 3% of 1991-92 salary. Effective 12/1, adm will receive an additional 2% of 91-92 salary to be paid on a pro-rata basis through remainder of 1992-93. In addition, a one time payment equal to 1% of 91-92 salary will be made on 12/22.
	P/S	3% of 91-92 salary. Effective 12/1, receive an additional increase of \$287 to be added to base and paid out through balance of 92-93. In addition a one time payment of \$205 will be made on 12/22.
	C/S	3% of 91-92 salary. Effective 12/1, receive an additional increase of 2% to be added to base and paid out through balance of 92-93. In addition a one time payment of 1% will be made on 12/22.
1991-92		No Raises

1990-91	Faculty Adm P/S C/S	2.5% plus \$842 2% plus \$953 2% plus \$544 4%
1989-90	Faculty Adm P/S C/S	Increase of \$2500 over 1988-89 Increase of 7.5% Increase of 7.5% 1% merit, 6% increase
1988-89	Faculty Adm P/S C/S	5% plus \$1500 9% 9% 1% merit, 8% increase
1987-88	Faculty Adm P/S C/S	5% plus \$800 7.5% 7.5% 1% merit, 6.5% increase
1986-87	Faculty Adm P/S C/S	increase of .08 over 85-86 annual salary. A minimum of \$1600 across the board is guaranteed increase of .07 over 85-86 increase of .065 over 85-86 1% merit, 6% increase
1985-86	Faculty Adm P/S C/S	increase of .065 over 84-85 annual salary plus a special adjustment of \$400 which will become a permanent part of their base salary increase of .065 over 84-85 annual salary increase of .065 over 84-85 annual salary 2% merit, 5% increase
1984-85	Faculty Adm P/S C/S	increase of .0667 over 83-84 annual salary plus a special adjustment of \$400 in addition to the regular December paycheck one lump payment increase of .0667 over 83-84 annual salary increase of .0667 over 83-84 annual salary 2% merit, 5% increase