



## FY 2016 Recommended Budget Budget Question

**Board Question #: 27**

**BUDGET QUESTIONS:**

Provide a historical comparison of compensation adjustments for the Schools and the County, from FY 2004 through FY 2015.

**RESPONSE:**

Salary Increase Trend Data		
Fiscal Year	County	Schools
2004	2.2% COLA + 2.5% Merit	*Step + 2% COLA
2005	1.8% COLA + 2.5% Merit	*Step + 2% COLA
2006	2.0% COLA + 2.5% Merit	*Step + 3% COLA
2007	3.0% COLA + 2.5% Merit	*Step + 2% COLA
2008	2.0% COLA + 2.5% Merit	*Step + 2% COLA
2009	2% COLA	2.5% COLA
2010	None	None
2011	None	None, 3 Furlough Days for Directors and above
2012	1.5% COLA	\$600 Bonus and a 1% COLA
2013	2% increase for \$90,999 and below 0% increase for those above \$91,000 (all employees received an additional 1% pay raise to offset the 1% VRS Share pickup)	.8% increase for those below the Director level, 0% increase for at the Director level and above (all employees received an additional 5% pay raise to offset the 5% VRS Share pickup)
2014	1% increase effective January 2014 (Mid Year) (all employees received an additional 1% pay raise to offset the 1% VRS Share pickup)	\$900 Bonus
2015	2% increase (all employees received an additional 1% pay raise to offset the 1% VRS Share pickup)	*Step and a 1% COLA
2016 Recommended	Merit Pay bonus for exceptional performance (all employees received an additional 1% pay raise to offset the 1% VRS Share pickup)	3% COLA

\*An average step increase ranges from 1.5% to 2%, however the majority of pay scales include plateaus where the salary amount is “frozen” or stays the same for multiple years. Thus a step increase for these employees equates to 0%.