

**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><b>**Note:</b> 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

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%

	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.

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-

	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

	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