

State Employee Pay Increases, 1992-2024

Year	Pay Increase	Career Growth	Bonuses/Other
1992	\$522	0	0
1993	2%	0	1%
1994	4%	0	1%
1995	2%	0	0
1996	2.5	2%	0
1997	2%	2%	0
1998	1%	2%	1%
1999	1%	2%	1.25%
2000	2%	2%	\$500
2001	5%	0	0
2002	0	0	10 day bonus leave
2003	0	0	\$550 bonus plus 10 days bonus
2004	2.5% for salaries > \$40K or \$1,000/yr. for salaries < \$40K	0	0
2005	the greater of \$850 or 2.0%	0	5 days bonus leave
2006	5.5	0	0
2007	4	0	0
2008	the greater of \$1,100 or 2.75%	0	0
2009	0	0	0
2010	0	0	0
2011	0	0	0
2012	1.20%	0	5 days special leave
2013	0	0	5 days special leave
2014	\$1,000 flat increase	0	5 days special leave
2015	0	0	\$750 bonus
2016	1.50%	0	0.5% bonus and variable merit bonus
2017	\$1,000	0	3 days special bonus leave
2018	2% or increase to \$31,200	0	5 days special bonus leave, 4% increase/ new min salaries for correctional officers or eligible Adult Corrections employees, 6% increase and step pay plan for eligible state highway patrol employees
2019	2.50%	0	5 days special bonus leave, 4% increase/ new min salaries for correctional officers or eligible Adult Corrections employees, 6% increase and step pay plan for eligible state highway patrol employees
2020	2.50%	0	
2021	2.50%	0	\$1,000 pandemic bonus for permanent FTE employed as of 12/1/2001. Additional \$500 if at least one of the following criteria is met: Annual salary = \$75,000 or employee is a law enforcement officer; or is in the division of ACJJ of DPS.
2022	3.50%	0	Includes a 3.5% salary increase for most state employees except those paid on an experience-based salary schedule
2023	4.00%	0	Provides a 4% legislative increase to most state employee except employees paid on an experience-based salary schedule
2024	3.00%	0	
2025	0	0	