



GOVERNOR'S OFFICE OF  
BUDGET AND PROGRAM PLANNING

## History of State Employee Pay Increases

Governor	Fiscal Year	Average Base Pay Increase	Effective Date	Summary of Statutory Increases
Schwinden	1981	7.5%		Step 2 rates increased 3% plus \$360
	1982	11.7%		Step 2 rates increased 5% plus \$675
	1983	11.8%		Step 2 rates increased 5% plus \$725
	1984	3.8%		Step 2 rates increased 1.5% using \$1,080 premium on base
	1985	1.9%		Step 2 rates increased 1.5% using \$1,200 premium on base
	1986	2.0%		Step 2 rates increased 1.5%, or \$300, using \$1,260 premium on base
	1987	2.0%		Step 2 rates increased 1.25%, or \$250, using \$1,380 premium on base.
	1988	0%		Pay freeze rejected in bargaining but imposed by legislature
Stephens	1989	0%		Pay freeze rejected in bargaining but imposed by legislature
	1990	2.5%		All rates increased by 2.5%, or \$560, whichever was greater.
	1991	2.5%		All rates increased by 2.5%, or \$560, whichever was greater.
	1992	7.4%		First year implementation of market-based pay plan.
Racicot	1993	5.2%		Second year implementation of market-based pay plan.
	1994	0%		Pay freezes rejected in bargaining but imposed by legislature.
	1995	1.5%	January 1	Pay increase implemented in January 1995
	1996	2.9%	October 1	Individual raises dependent on market ratio, with 5% maximum increase
	1997	3.9%	October 1	Individual raises dependent on market ratio, with 6% maximum increase
	1998	2.0%	October 1	Increases ranged from 1% to 4%, depending on market ratio
	1999	2.0%	October 1	Increases ranged from 1% to 4%, depending on market ratio
	2000	3.0%	October 1	3% across the board
Martz	2001	3.0%	October 1	3% across the board
	2002	4.0%	October 1	4% across the board
	2003	4.0%	October 1	4% across the board
	2004	0%		Pay freeze rejected in bargaining but imposed by legislature
	2005	1%	January 1	\$.25 per hour raise legislatively
Schweitzer	2006	3.8%	October 1	3.5% pay raise or \$1,005, whichever was greater.
	2007	4.2%	October 1	4.0% pay raise or \$1,188, whichever was greater.
	2008	3.6%	October 1	3% across-the-board pay raises with .6% discretionary raises
	2009	3.6%	October 1	3% across-the-board pay raises with .6% discretionary raises
	2010	\$450	July 1	\$450 to employees making less than \$45k – one-time \$450
	2011	0%		Pay freeze
	2012	0%		Pay freeze
	2013	0%		Pay freeze
Bullock	2014	3%	July 1	No increase amount or date specified in bill
	2015	5%	Nov 15	No increase amount or date specified in bill

	2016	\$.50	Jan 15 2016	50 cent Across-the-board increase
	2017	\$.50	Jan 15 2017	50 cent Across-the-board increase
	2018	1.0%	Feb 15 2018	1.0% Across-the-board increase