

**Estimated Cost
Augmentation of 2003-2004
1.5% Raises to Full 2%
(Effective August 8, 2004)**

**Based on 9-Month Total Faculty Average Salaries
Academic Year 2003-2004 data from Institutional Research
& estimate of total bargaining unit salaries of \$80 million**

\$357,439 = 0.45%

**\$76,966 to increase 279 employees
capped at \$1,050 to full 1.5%**

**\$280,473 to increase 903 employees
from 1.5% to 2%**

Increases from MOU

0.45% Increase 1.5% to 2%

2.30% Cost of Living

0.90% Merit

1.00% Market Equity

4.65%

and

Promotion Increases Of 9%

40 TIP Awards, plus recycled

20 RIA Awards, plus recycled

Foundation Awards, e.g. Pegasus Prof.

\$80,000 for 40 Excellence Awards