Employees WITHOUT job changes (as known from UM System job codes)

Jakob H. Waterborg
Distribution of Fall 2003 salary raises (aggregated for all FY03 salary ranges).

**Employees WITHOUT job changes**

Regular, full-time employees: FY03 salary ALL

**Categories of Percentage Raise from FY03 to FY04**

- **Average= 4.6% raise (SD=17%) # = 1851**

Regular, part-time employees: FY03 salary ALL

**Categories of Percentage Raise from FY03 to FY04**

- **Average= 3.4% raise (SD=12%) # = 57**

Temporary (part-time and full-time) employees: FY03 salary ALL

**Categories of Percentage Raise from FY03 to FY04**

- **Average= 12.4% raise (SD=94%) # = 574**

**Employees WITH job changes**

Regular, full-time employees: FY03 salary ALL

**Categories of Percentage Raise from FY03 to FY04**

- **Average= 14.0% raise (SD=20%) # = 203**
Distribution of Fall 2003 salary raises of regular, full-time employees, differentiated by FY03 salary categories.

Employees WITHOUT + WITH job changes (as known from UM System job codes)

jakob h. waterborg

Regular, full-time employees, FY03 salary >$75,000
(with or without change in function)

Average = 2.6% raise (SD=9%) # = 212

Regular, full-time employees FY03 Salary $45,000-$75,000
(with or without change in function)

Average = 3.8% raise (SD=6%) # = 517

Regular, full-time employees FY03 Salary $30,000-$45,000
(with or without change in function)

Average = 5.6% raise (SD=7%) # = 736

Regular, full-time employees FY03 Salary $10,000-$30,000
(with or without change in function)

Average = 6.2% raise (SD=11%) # = 587

Average salary raises for all regular, full-time employees

Regular, full-time employees (with or without change in function)

Average = 5.5% raise (SD=18%) # = 2054
Distribution of Fall 2003 salary raises of regular, full-time employees by OCC (occupational code) excluding Medical Residents.

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Employees WITHOUT job changes (as known from UM System job codes)

OCC 41-43: Technical and paraprofessional

Average raise = 3.4%  # = 89

OCC 11-12: Managers, Supervisors, Ast-Asoc Deans/Directors

Average raise = 3.6%  # = 163

OCC 13-14: Deans, Directors, ((Ast-)Vice)-Chancellor/Provost

Average raise = 5.5%  # = 47

OCC 51-53: Clerical and secretarial personnel

Average raise = 4.0%  # = 202

OCC 61-63: skilled crafts personnel

Average raise = 3.3%  # = 83

OCC 21-26: Academics (tutors, instructors)

Average raise = 4.6%  # = 206

OCC 27-29: Academics: Assistant, Associate and Full Professors

Average raise = 3.0%  # = 470

OCC 71-73: service and maintenance personnel

Average raise = 6.0%  # = 147

OCC 31-33: Other professionals

Average raise = 3.6%  # = 239

OCC 51-53: Clerical and secretarial personnel

Average raise = 4.0%  # = 202
Distribution of Fall 2003 salary raises of regular, full-time employees by OCC (occupational code) excluding Medical Residents.

Employees WITHOUT and WITH job changes (as known from UM System job codes)

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