

A-2022-00284

Number of employees as of January 16th, 2023:

	2020	2021	2022
Economic increase (Revision)	258,596	151,247	29,436
Step increase (Increment)	114,538	115,399	132,827
Demotion	542	641	625

Notes and caveats:

1. These results do not include pay raises due to promotions to new positions, or position reclassifications.
2. There exists no document or report available in Phoenix that answers the ATIP question as asked. The reporting & analytics team created a custom query to identify employees in the two scenarios described above (i.e. type of increase and year for which it is effective). The term "Pay Cut" does not exist in Phoenix or in Public Service HR from our understanding. However, we've queried results for "Demotions" in order to get the best approximation of what a "pay cut" could mean.
3. There exists no document or report available that would show the cost of these increases. It would be inaccurate to say that an employee's economic or step increase from \$60,000 to \$62,000 cost \$2,000. If an employee's salary has increased by \$2,000 a year, the resulting costs would only be incurred after each day of employment starting from the effective date of the increase and the cost would be the difference between the employee's former and new daily rate of pay.