

ATIP File: A-2026-00021

(1) Number of employees who received a pay raise

Pay increases and pay reductions based on Phoenix Job data (PAY/REV and PAY/SPG)

The information below is derived from the Phoenix Job table, using Action/Reason codes (including PAY/REV and PAY/SPG) consistent with prior ATIP responses.

As with previous reports, amounts of money are not provided. Counts reflect unique employees, not transactions.

(Excluding promotions to new positions)

For calendar year 2025, the Phoenix pay system indicates that:

- **336,188** unique active Employees experienced:
 - A pay revision (PAY/REV) and/or
 - A step progression (PAY/SPG) within their existing pay group or classification

These records include:

- Step increases within a classification
- Retroactive pay revisions resulting from collective agreement implementation
- Negotiated advancements to the next step in the applicable pay scale

Exclusions

This figure does not include:

- Pay increases resulting from promotions to new positions
 - Billable overtime payments
 - Other variable or non-salary earnings
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Breakdown: Executives and Non-Executives (2025)

- **Non-executives: 320,357**
 - **FPS executives: 15,831**
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Bilingual Bonus (Contextual Information)

- In 2025, 10,840 unique employees newly received a bilingual bonus compared to calendar year 2024.
 - These employees may have received a bilingual bonus prior to 2024.
 - Employees receiving a bilingual bonus may also be included in the population of employees who received a pay revision or step increase.
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(2) Number of employees who received pay cuts

Identified using Action/Reason: Demotion (DEM) from the Job table

(Excluding employees who left their positions)

Based on Phoenix Job data for January 1 to December 31, 2025:

- **596** public servants experienced a pay reduction due to demotion

Only employees who remained in their positions are included.

Breakdown: Executives and Non-Executives (2025)

- **Non-executives: 580**
- **FPS executives: 16**