

**COST OF LIVING ADJUSTMENTS (COLAS):  
 NEW JERSEY STATE WORKFORCE (CWA) VERSUS  
 COMMUNITY-BASED BEHAVIORAL HEALTH PROVIDERS  
 FISCAL YEARS 2004 THROUGH 2015**

State Contract Period	Fiscal Year	CWA State Employee Wage Increases	Cost of Living Adjustment for Community Providers	
			Added to base	Non-recurring
July 1, 2003 - June 30, 2007	2004	0.00	0.00	
	2005	2.900	3.50	
	2006	2.0 + 2.0	1.50	
	2007	2.25 + 2.35	1.00	
July 1, 2007 - June 30, 2011	2008	3.00	1.00	
	2009	3.00	0.00	
	2010	3.50 *	0.00	
	2011	3.50	0.00	
July 1, 2011 - June 30, 2015	2012	0.00	0.00	
	2013	0.00	0.00	
	2014	1.00	0.00	
	2015	1.75		1.00**

**TOTAL OVER TWELVE YEARS (RECURRING - ADDED TO BASE)**                      27.25                      7.00

\* Deferred from July 1, 2009 to January 2011  
 \*\* A 1% non-recurring adjustment is to be disbursed January 2015

