



Compensation Report FY 2015-16

Board of Regents Meeting September 10-11, 2015



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Office of the Vice President for Budget & Finance

University of Colorado

Compensation Overview, FY 2015-16

- Merit pool of 3.0% for faculty and exempt staff
 - Per board resolution, system and campus individual cabinet members' salary increases for merit, market and equity adjustments combined shall not exceed 3.0% unless the board is notified prior to implementation.
- Compensation pool of 3.0% for classified staff
 - 1.0% cost of living increase
 - 2.0% merit pool (actual amounts vary based on employee performance score and salary quartile)



University of Colorado System Wide Faculty & Exempt, FY 2015-16

Merit Pool, Percentage Increase		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	7	0
0%	271	879
.01% - 2.0%	255	237
2.01% - 4.0%	2,011	3,180
4.01% - 6.0%	252	382
6.01% - 8.0%	40	28
Over 8.0%	32	41
Total	2,868	4,747

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	7	0
\$0	271	879
\$1 to \$2,000	1,002	2,162
\$2,001 to \$4,000	1,217	1,338
\$4,001 to \$6,000	262	242
\$6,001 to \$8,000	78	73
Over \$8,000	31	53
Total	2,868	4,747

Total dollar amount spent on merit increases

- Faculty: \$6,866,657
- Exempt: \$8,884,588



University of Colorado System Wide Classified, FY 2015-16

Total Salary Increase, Percentage Increase	
% Adjustment	Number of Classified
Less than 0%	0
0%	3
.01% - 2.0%	954
2.01% - 4.0%	1,868
4.01% - 6.0%	1
6.01% - 8.0%	11
Over 8.0%	7
Total	2,844

Total Salary Increase, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	3
\$1 to \$2,000	2,759
\$2,001 to \$4,000	73
\$4,001 to \$6,000	4
\$6,001 to \$8,000	2
Over \$8,000	3
Total	2,844

Total dollar amount spent on classified mandated increases: \$2,941,041



University of Colorado System Wide Classified - Merit Pay

- All classified employees received a 1.0% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	335	2,510
.01% - 2.0%	1,985	334
2.01% - 4.0%	513	0
4.01% - 6.0%	1	0
6.01% - 8.0%	7	0
Over 8.0%	3	0
Total	2,844	2,844

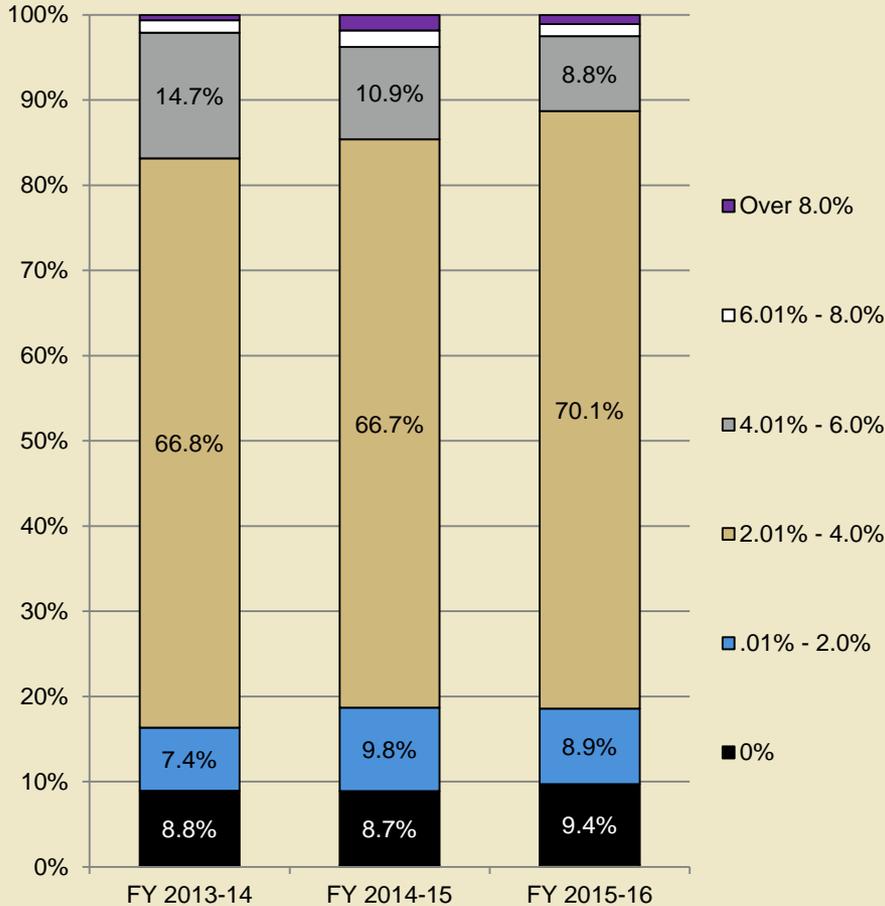
Merit Pay, Dollar Increase	
% Adjustment	Number of Classified
Less than \$0	0
\$0	86
\$1 to \$2,000	2,727
\$2,001 to \$4,000	30
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	2,844

Total dollar amount spent on classified merit increases: \$1,490,674

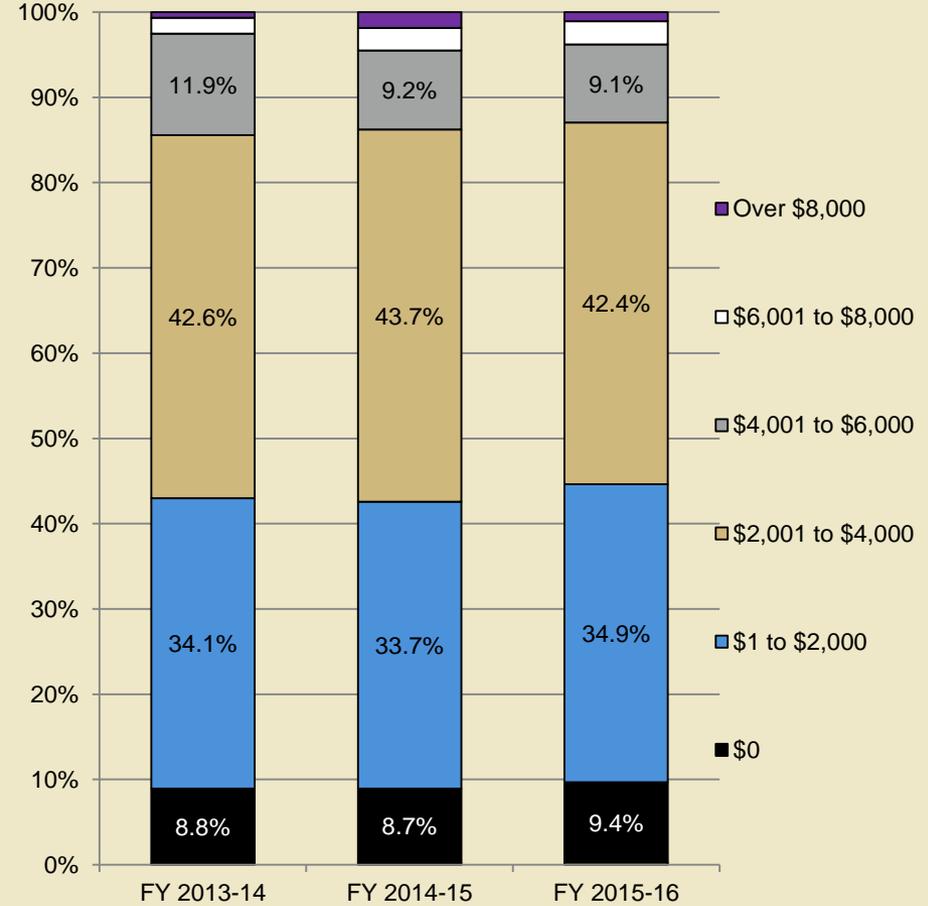


University of Colorado System Wide Merit Award History - Faculty

By Percent

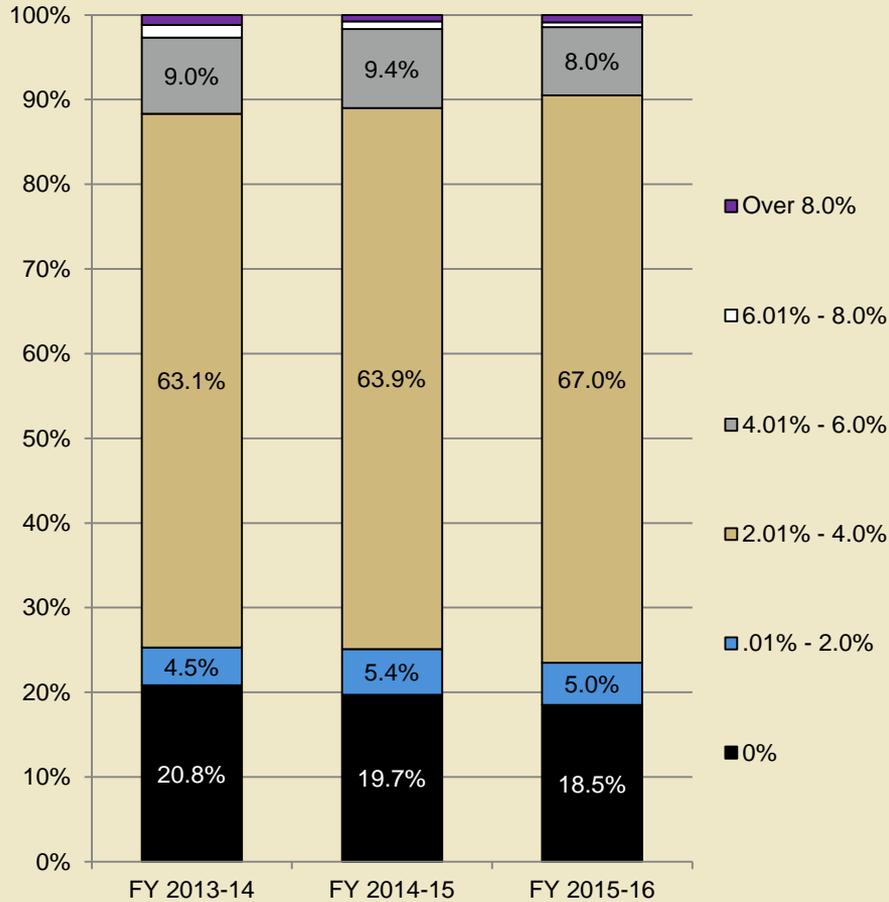


By Dollar

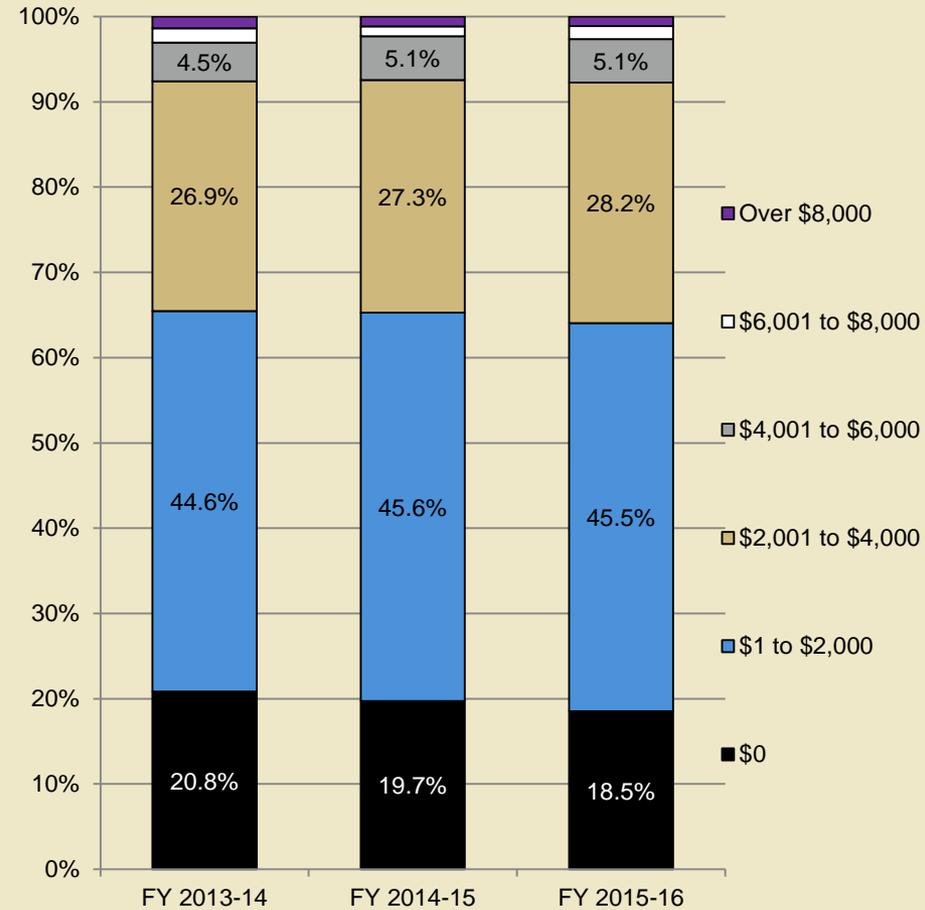


University of Colorado System Wide Merit Award History - Exempt

By Percent

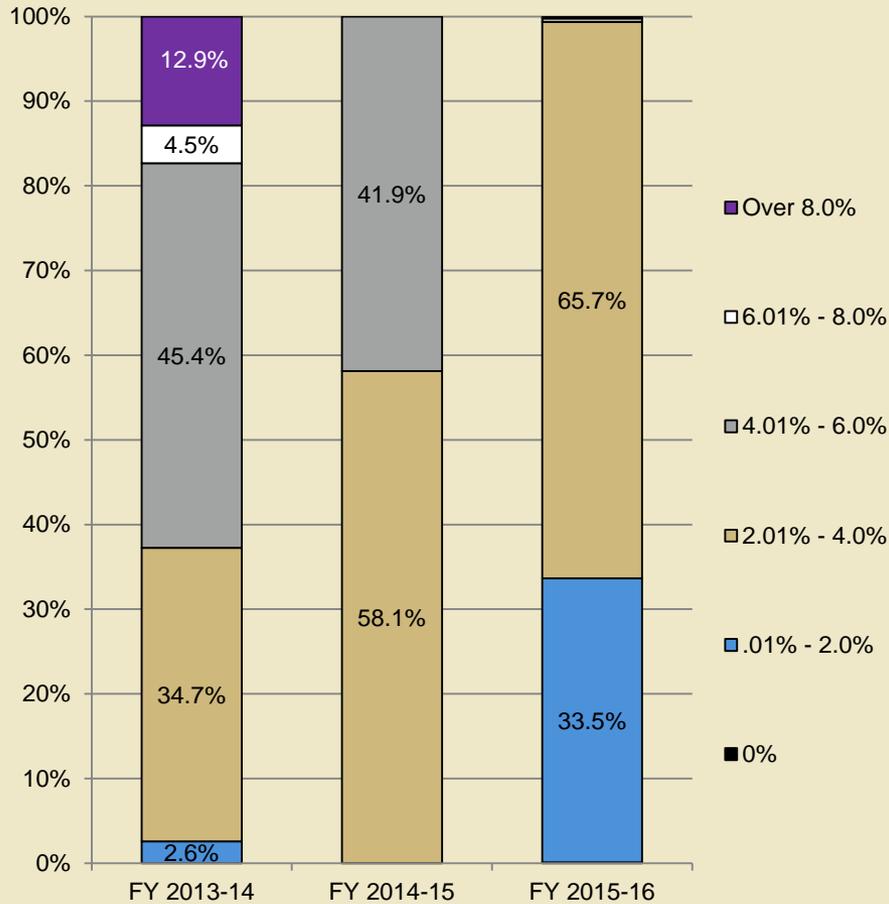


By Dollar

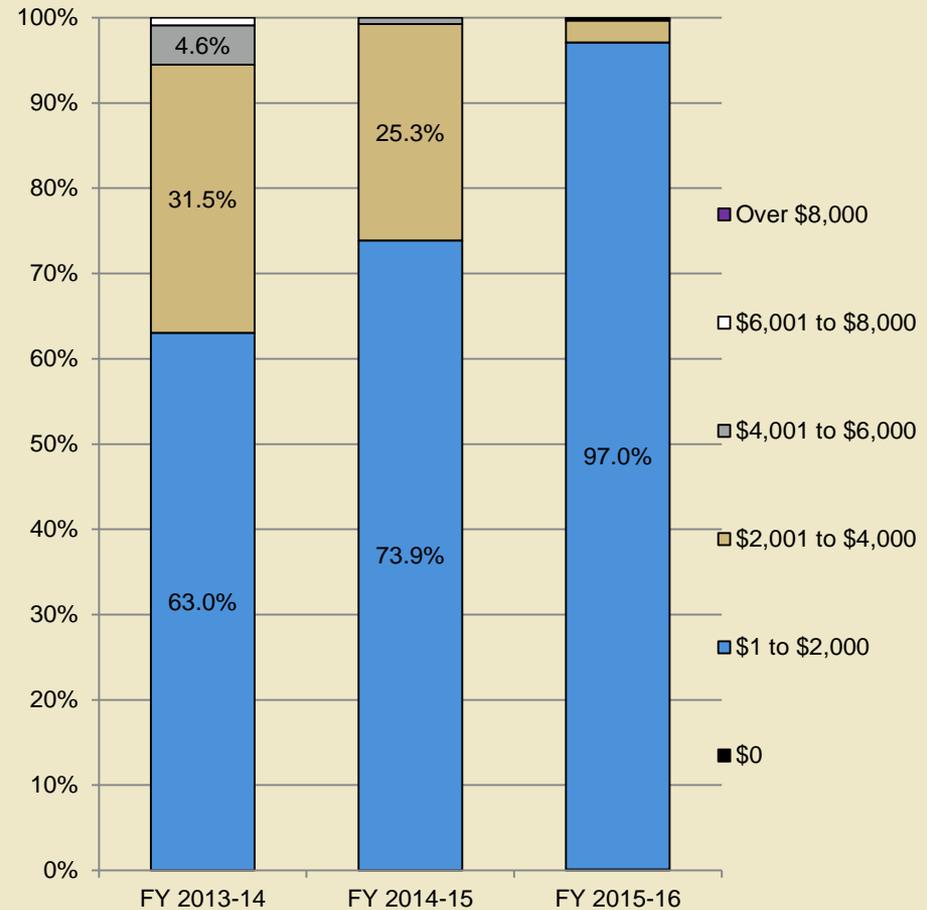


University of Colorado System Wide Total Award History - Classified

By Percent



By Dollar



University of Colorado Boulder Faculty & Exempt, FY 2015-16

Merit Pool, Percentage Increase		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	116	209
.01% - 2.0%	194	112
2.01% - 4.0%	1,033	1,312
4.01% - 6.0%	128	128
6.01% - 8.0%	36	8
Over 8.0%	20	9
Total	1,527	1,778

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	116	209
\$1 to \$2,000	516	921
\$2,001 to \$4,000	644	522
\$4,001 to \$6,000	174	80
\$6,001 to \$8,000	56	28
Over \$8,000	21	18
Total	1,527	1,778

Total dollar amount spent on merit increases

- Faculty: \$3,981,102
- Exempt: \$3,430,262



University of Colorado Boulder Classified, FY 2015-16

Total Salary Increase, Percentage Increase	
% Adjustment	Number of Classified
Less than 0%	0
0%	2
.01% - 2.0%	620
2.01% - 4.0%	1,229
4.01% - 6.0%	0
6.01% - 8.0%	4
Over 8.0%	4
Total	1,859

Total Salary Increase, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	2
\$1 to \$2,000	1,812
\$2,001 to \$4,000	37
\$4,001 to \$6,000	3
\$6,001 to \$8,000	2
Over \$8,000	3
Total	1,859

Total dollar amount spent on classified mandated increases: \$1,936,515



University of Colorado Boulder

Classified - Merit Pay

- All classified employees received a 1.0% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	309	1,622
.01% - 2.0%	1,550	237
2.01% - 4.0%	0	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	1,859	1,859

Merit Pay, Dollar Increase	
% Adjustment	Number of Classified
Less than \$0	0
\$0	72
\$1 to \$2,000	1,787
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,859

Total dollar amount spent on classified merit increases: \$937,089



University of Colorado Colorado Springs Faculty & Exempt, FY 2015-16

Merit Pool, Percentage Increase		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	39	61
.01% - 2.0%	2	8
2.01% - 4.0%	436	386
4.01% - 6.0%	9	18
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	486	473

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	39	61
\$1 to \$2,000	235	268
\$2,001 to \$4,000	190	123
\$4,001 to \$6,000	21	16
\$6,001 to \$8,000	1	3
Over \$8,000	0	2
Total	486	473

Total dollar amount spent on merit increases

- Faculty: \$933,176
- Exempt: \$769,321



University of Colorado Colorado Springs Classified, FY 2015-16

Total Salary Increase, Percentage Increase	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	132
2.01% - 4.0%	76
4.01% - 6.0%	0
6.01% - 8.0%	0
Over 8.0%	0
Total	208

Total Salary Increase, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	205
\$2,001 to \$4,000	3
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	208

Total dollar amount spent on classified mandated increases: \$174,517



University of Colorado Colorado Springs Classified - Merit Pay

- All classified employees received a 1.0% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	20	197
.01% - 2.0%	188	11
2.01% - 4.0%	0	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	208	208

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	9
\$1 to \$2,000	199
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	208

Total dollar amount spent on classified merit increases: \$93,029



University of Colorado Denver | Anschutz Medical Center Faculty & Exempt, FY 2015-16

Merit Pool, Percentage Increase		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	7	0
0%	116	523
.01% - 2.0%	59	106
2.01% - 4.0%	542	1,193
4.01% - 6.0%	115	183
6.01% - 8.0%	4	17
Over 8.0%	12	32
Total	855	2,054

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	7	0
\$0	116	523
\$1 to \$2,000	251	873
\$2,001 to \$4,000	383	515
\$4,001 to \$6,000	67	95
\$6,001 to \$8,000	21	30
Over \$8,000	10	18
Total	855	2,054

Does not include faculty on the BSI plan.

Total dollar amount spent on merit increases

- Faculty: \$1,952,379
- Exempt: \$3,470,783



University of Colorado Denver | Anschutz Medical Center Classified, FY 2015-16

Total Salary Increase, Percentage Increase	
% Adjustment	Number of Classified
Less than 0%	0
0%	1
.01% - 2.0%	192
2.01% - 4.0%	557
4.01% - 6.0%	1
6.01% - 8.0%	7
Over 8.0%	3
Total	761

Total Salary Increase, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	1
\$1 to \$2,000	727
\$2,001 to \$4,000	32
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	761

Total dollar amount spent on classified mandated increases: \$812,634



University of Colorado Denver | Anschutz Medical Center

Classified - Merit Pay

- All classified employees received a 1.0% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	1	679
.01% - 2.0%	236	82
2.01% - 4.0%	513	0
4.01% - 6.0%	1	0
6.01% - 8.0%	7	0
Over 8.0%	3	0
Total	761	761

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	1
\$1 to \$2,000	729
\$2,001 to \$4,000	30
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	761

Total dollar amount spent on classified merit increases: \$454,374



University of Colorado System Administration Exempt, FY 2015-16

Merit Pool, Percentage Increase	
% Adjustment	Number of Exempt
Less than 0%	0
0%	86
.01% - 2.0%	11
2.01% - 4.0%	289
4.01% - 6.0%	53
6.01% - 8.0%	3
Over 8.0%	0
Total	442

Merit Pool, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	86
\$1 to \$2,000	100
\$2,001 to \$4,000	178
\$4,001 to \$6,000	51
\$6,001 to \$8,000	12
Over \$8,000	15
Total	442

Total dollar amount spent on exempt merit increases: \$1,214,222



University of Colorado System Administration Classified, FY 2015-16

Total Salary Increase, Percentage Increase	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	10
2.01% - 4.0%	6
4.01% - 6.0%	0
6.01% - 8.0%	0
Over 8.0%	0
Total	16

Total Salary Increase, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	15
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	16

Total dollar amount spent on classified mandated increases: \$17,375



University of Colorado System Administration

Classified - Merit Pay

- All classified employees received a 1.0% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	5	12
.01% - 2.0%	11	4
2.01% - 4.0%	0	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	16	16

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	4
\$1 to \$2,000	12
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	16

Total dollar amount spent on classified merit increases: \$6,182

