Previously Approved Compensation Measures

- 3.0% increase for Classified Staff (effective July 1)

- CU Anschutz compression and retention initiative (effective July 1)

- 2.0% one-time payment for Faculty and University Staff (non-classified) (6 months, July 1 to Dec 31, 2021)

- Hourly Wage Market Adjustment by Campus
  - CU Boulder: $12.32 to $15.00*
  - CU Denver: $14.77 to $15.00* to $15.87**
  - UCCS: $12.32 to $12.95**
  - CU Anschutz: $14.82 to $15.00*

*Effective July 1, 2021
**Effective January 1, 2022
# Fall 2021 Enrollment and Compensation Thresholds

<table>
<thead>
<tr>
<th>Campus</th>
<th>June Fall 2021 Enrollment Estimate</th>
<th>Fall 2021 Enrollment Census</th>
<th>Enrollment Change</th>
<th>Enrollment Percent Change</th>
<th>Revenue Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>CU Boulder</td>
<td>35,819</td>
<td>36,289</td>
<td>470</td>
<td>1.3%</td>
<td>$17.8</td>
</tr>
<tr>
<td>CU Denver</td>
<td>14,775</td>
<td>14,884</td>
<td>109</td>
<td>0.7%</td>
<td>$2.4</td>
</tr>
<tr>
<td>UCCS</td>
<td>11,423</td>
<td>11,385</td>
<td>(38)</td>
<td>-0.3%</td>
<td>$1.5</td>
</tr>
</tbody>
</table>

- Additional Revenue Fall 2021 Census
- Automatic Comp Threshold

![Graph showing revenue changes and enrollment changes between June estimates and fall censuses forCU Boulder, CU Denver, and UCCS](image_url)
Requested Action: Faculty and University Staff Compensation

CU Denver, UCCS, CU Boulder, System Administration

- Effective January 1, 2022
- 3% across-the-board base building increase*
- 1% one-time payment*

<table>
<thead>
<tr>
<th>Campus</th>
<th>Denver</th>
<th>UCCS</th>
<th>Boulder</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>3% base building</td>
<td>$4.6</td>
<td>$2.4</td>
<td>$15.3</td>
<td>$22.3</td>
</tr>
<tr>
<td>1% one-time payment</td>
<td>$1.4</td>
<td>$0.9</td>
<td>$5.0</td>
<td>$7.3</td>
</tr>
<tr>
<td>Annual Total</td>
<td>$6.0</td>
<td>$3.3</td>
<td>$20.3</td>
<td>$29.6</td>
</tr>
</tbody>
</table>

Costs reflect full-year E&G expense.
Additional one-time costs for non-E&G = $4.3 million.
University staff does not include classified employees.
*Payments are for faculty and university staff (non-classified), except those with a performance rating of 2 or below.