ARTICLE 11: Compensation and Benefits

PART A: SALARIES

11.A.1 Determination of Salaries for Faculty, Officers, and University Staff
(A) The university shall compensate faculty and staff in a manner that is competitive in the marketplace and that rewards meritorious performance within fiscal limits. University employees shall have an annual cycle in which merit, market, retention, equity and/or across-the-board increases may be provided. Other pay changes are considered off-cycle and may include promotions, demotions, additional responsibilities, retention, or equity.

The Board of Regents shall approve the annual base-building allocation plan within the annual budget approval process.

For fiscal reasons, a chancellor or the president, for system administration, may decide to delay the implementation of approved salary adjustments; and/or subject to board approval, may implement a mid-year salary-setting process for additional salary adjustments. Typically, such delays are planned during the annual salary-setting process and are included in the system and campus salary plans.

(BA) Salaries of all persons appointed to faculty, officers of the university, and university staff positions shall be subject to approval by the Board of Regents. Salaries of all persons hired into officers of the administration, faculty and university staff positions shall be subject to approval of the president or their delegate according to Regent Policy 2K, unless appointment authority has been specifically delegated by the Board of Regents to the president.

(B) All salaries shall be established in accordance with such salary plan or plans as the Board of Regents may adopt. The Board of Regents shall approve an annual salary adjustment range based upon university resources.

[See regent policies 2K, 11 F, and Laws of the Regents Articles 2 and 3]

(C) In determination of salaries, consideration shall be given to the total contributions of individuals to the university.

(D) Merit shall be the prevailing factor in all salary increases. Salaries shall not be justified solely based on offers from other institutions.

(CE) In the case of faculty, equal-appropriate consideration based on differential workload shall be given to teaching, scholarly/and research or other creative work, leadership and service, and where applicable other activities specific to the unit (e.g. clinical activity, librarianship); in addition, services to the state and nation shall be considered except that the performance of faculty with differentiated workloads, which may include faculty governance service, shall be evaluated based upon the assigned proportion of effort in teaching, research/creative work, and service.

(F) Consistently "outstanding" or "exceeding expectations" annual merit performance ratings shall not form the sole basis for tenure, as the process leading to award of tenure is a summary
evaluation of a faculty member’s cumulative performance, a process that is separate and distinct from the annual merit performance evaluation.

11.A.2 Determination of Salaries for Classified Staff

(A) Classified staff salaries shall be determined in accordance with state law and personnel rules.

(B) The Board of Regents shall approve an annual performance pay pool in accordance with state law and based on university resources.

[See C.R.S. 24-50-104(1)(e)]

11.A.3 Annual Performance Evaluation

The annual performance evaluation shall be the basis of merit increases.

PART B: INSURANCE, BENEFITS AND LEAVE BENEFITS

11.B.1 Medical, Dental, Life, and Disability Benefits

The university shall provide eligible employees and eligible dependents with competitive benefit packages, which include medical, dental, vision, pre-tax savings plans, life, disability, retirement, tuition assistance, and leave. Employee eligibility is based on job code and percentage of time in eligible appointments. There is no cash payment to an employee if the employee does not elect any insurance or benefit plans.

(A) All income protection programs, including sick leave, disability, worker’s compensation, and unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the total award shall not exceed 100% of the employee’s regular salary, except in those cases for which such a restriction is explicitly prohibited by law.

(B) These coordinated benefits do not include medical protection programs and rehabilitation programs that are directly underwritten or purchased by the University of Colorado for the benefit of its employees.

(A) In accordance with rules of eligibility approved by the Board of Regents, faculty, officers, and university staff of the university and their eligible dependents shall have the option of enrolling in group medical, dental, and life insurance plans and other benefit programs as may be available.

(B) Eligible regular and permanent classified staff have the option of enrolling in benefit plans that are approved by the state Department of Personnel and Administration or selected university benefit plans.

(C) Eligible employees shall have disability coverage provided by applicable state plans or as authorized by the Board of Regents.

[See the Employee Services website]

11.B.2 Leave Benefits
(A) Twelve-month faculty, officers, and university staff shall receive annual (vacation) leave and sick leave benefits as approved by the Board of Regents. They may also be eligible for other leave benefits as approved by the Board of Regents or mandated by law. Eligible academic year faculty shall receive sick leave benefits as approved by the Board of Regents.

[See regent policy 11-E]

(B) All regular and permanent state classified employees receive leave benefits as approved by the state Department of Personnel and Administration.

11.B.3 Coordination of Benefits of Income Protection Programs

(A) All income protection programs, including sick leave, disability, worker's compensation, and unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the total award shall not exceed 100% of the employee's regular salary, except in those cases for which such a restriction is explicitly prohibited by law.

(B) These coordinated benefits do not include medical protection programs and rehabilitation programs that are directly underwritten or purchased by the University of Colorado for the benefit of its employees.

[See regent policy 11-F]

PART C: RETIREMENT

11.C.1 Enrollment

Eligible employees shall be enrolled in a retirement program as provided by applicable state plans or as authorized by the Board of Regents.

[Refer to Employee Services website and the Optional Retirement Plan website for eligibility requirements]

History:

- Adopted:
  - Revised: 08/22/1991; 04/25/1996; 03/19/1998; 08/03/2000; 01/18/2001; 12/19/2002; 05/27/2003; 04/17/2015, the term "officer and exempt professional" was replaced with the term "university staff"; 06/18/2020, Part D: Other Personnel Matters moved to Article 8: Conduct of Members of the University Community.
- Last Reviewed: 04/17/2015.