

1 **Laws of the Regents**

2
3 **ARTICLE 11: Compensation and Benefits**

4
5 **PART A: SALARIES**

6
7 ~~11.A.1 Determination of Salaries for Faculty, Officers, and University Staff~~

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

13
14 ~~The Board of Regents shall approve the annual base-building allocation plan within the annual~~
15 ~~budget approval process.~~

16
17 ~~For fiscal reasons, a chancellor or the president, for system administration, may decide to delay~~
18 ~~the implementation of approved salary adjustments; and/or subject to board approval, may~~
19 ~~implement a mid-year salary-setting process for additional salary adjustments. Typically, such~~
20 ~~delays are planned during the annual salary-setting process and are included in the system and~~
21 ~~campus salary plans.~~

22
23 ~~(BA) Salaries of all persons appointed-hired into faculty, officers of the university, and university~~
24 ~~staff positions shall be subject to approval by the Board of Regents. Salaries of all persons~~
25 ~~hired into officers of the administration, faculty and university staff positions shall be subject to~~
26 ~~approval of the president or their delegee according to Regent Policy 2K. unless appointment~~
27 ~~authority has been specifically delegated by the Board of Regents to the president.~~

28
29 ~~(B) All salaries shall be established in accordance with such salary plan or plans as the Board of~~
30 ~~Regents may adopt. The Board of Regents shall approve an annual salary adjustment range~~
31 ~~based upon university resources.~~

32
33 ~~[See regent policies 2-K, 11-F, and Laws of the Regents Articles 2 and 3]~~

34
35 ~~(C) In determination of salaries, consideration shall be given to the total contributions of~~
36 ~~individuals to the university.~~

37
38 ~~(D) Merit shall be the prevailing factor in all salary increases. Salaries shall not be justified solely~~
39 ~~based on offers from other institutions.~~

40
41 ~~(CE) In the case of faculty, equal appropriate consideration based on differential workload shall~~
42 ~~be given to teaching, scholarly/ and research or other creative work, leadership and service, and~~
43 ~~where applicable other activities specific to the unit (e.g. clinical activity, librarianship); in~~
44 ~~addition, services to the state and nation shall be considered except that the performance of~~
45 ~~faculty with differentiated workloads, which may include faculty governance service, shall be~~
46 ~~evaluated based upon the assigned proportion of effort in teaching, research/creative work, and~~
47 ~~service.~~

48
49 ~~(F) Consistently "outstanding" or "exceeding expectations" annual merit performance ratings~~
50 ~~shall not form the sole basis for tenure, as the process leading to award of tenure is a summary~~

51 ~~evaluation of a faculty member's cumulative performance, a process that is separate and~~
52 ~~distinct from the annual merit performance evaluation.~~

53
54 ~~11.A.2 Determination of Salaries for Classified Staff~~

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

58
59 ~~(B) The Board of Regents shall approve an annual performance pay pool in accordance with~~
60 ~~state law and based on university resources.~~

61
62 ~~[See C.R.S. 24-50-104(1)(c)]~~

63
64 ~~11.A.3 Annual Performance Evaluation~~

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

67
68 **PART B: INSURANCE, BENEFITS AND LEAVE BENEFITS**

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

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

76
77 ~~(A) All income protection programs, including sick leave, disability, worker's compensation, and~~
78 ~~unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the~~
79 ~~total award shall not exceed 100% of the employee's regular salary, except in those cases for~~
80 ~~which such a restriction is explicitly prohibited by law.~~

81
82 ~~(B) These coordinated benefits do not include medical protection programs and rehabilitation~~
83 ~~programs that are directly underwritten or purchased by the University of Colorado for the~~
84 ~~benefit of its employees.~~

85
86 ~~(A) In accordance with rules of eligibility approved by the Board of Regents, faculty, officers, and~~
87 ~~university staff of the university and their eligible dependents shall have the option of enrolling in~~
88 ~~group medical, dental, and life insurance plans and other benefit programs as may be available.~~

89
90 ~~(B) Eligible regular and permanent classified staff have the option of enrolling in benefit plans~~
91 ~~that are approved by the state Department of Personnel and Administration or selected~~
92 ~~university benefit plans.~~

93
94 ~~(C) Eligible employees shall have disability coverage provided by applicable state plans or as~~
95 ~~authorized by the Board of Regents.~~

96
97 ~~[See the Employee Services website]~~

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99 ~~11.B.2 Leave Benefits~~

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

105
106 [See regent policy ~~11-E~~]
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108 ~~(B) All regular and permanent state-classified employees receive leave benefits as approved by~~
109 ~~the state Department of Personnel and Administration.~~

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

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112
113 ~~(A) All income protection programs, including sick leave, disability, worker's compensation, and~~
114 ~~unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the~~
115 ~~total award shall not exceed 100% of the employee's regular salary, except in those cases for~~
116 ~~which such a restriction is explicitly prohibited by law.~~

117
118 ~~(B) These coordinated benefits do not include medical protection programs and rehabilitation~~
119 ~~programs that are directly underwritten or purchased by the University of Colorado for the~~
120 ~~benefit of its employees.~~

121
122 [See regent policy ~~11-F~~]
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124 **PART C: RETIREMENT**

125 126 ~~11.C.1 Enrollment~~

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

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131 ~~[Refer to [Employee Services website](#) and the [Optional Retirement Plan website](#) for eligibility~~
132 ~~requirements]~~

133 134 135 History:

- 136 • Adopted:
- 137 • Revised: 08/22/1991; 04/25/1996; 03/19/1998; 08/03/2000; 01/18/2001; 12/19/2002;
- 138 05/27/2003; 04/17/2015, the term "officer and exempt professional" was replaced with
- 139 the term "university staff"; 06/18/2020, Part D: Other Personnel Matters moved to Article
- 140 8: Conduct of Members of the University Community.
- 141 • Last Reviewed: 04/17/2015.
- 142