

FOUR CAMPUSES UNITED
ALL FOUR: COLORADO

Compensation Report FY 2019-20

Board of Regents Meeting
September 13, 2019



University of Colorado

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University of Colorado

Compensation Overview, FY 2019-20

- Merit pool of 3.0% for faculty and university staff
- Mandatory cost of living increase of 3.0% for classified



University of Colorado System Wide Faculty - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	-
0%	262
.01% - 2.0%	356
2.01% - 4.0%	2,289
4.01% - 6.0%	222
6.01% - 8.0%	9
Over 8.0%	8
Total	3,146

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	-
\$0	262
\$1 to \$2,000	961
\$2,001 to \$4,000	1,465
\$4,001 to \$6,000	353
\$6,001 to \$8,000	79
Over \$8,000	26
Total	3,146

Total dollar amount spent on faculty merit increases: \$8,072,052



University of Colorado System Wide University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	856
.01% - 2.0%	419
2.01% - 4.0%	5,015
4.01% - 6.0%	459
6.01% - 8.0%	32
Over 8.0%	43
Total	6,824

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	856
\$1 to \$2,000	3,362
\$2,001 to \$4,000	2,091
\$4,001 to \$6,000	361
\$6,001 to \$8,000	79
Over \$8,000	75
Total	6,824

Total dollar amount spent on university staff merit increases: \$13,393,949



University of Colorado System Wide Classified - Total Pay, FY 2019-20

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	691
.01% - 2.0%	0	29
2.01% - 4.0%	1,889	1
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	1,889	721

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	1,671
\$2,001 to \$4,000	218
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,889

Total dollar amount spent on classified increases: \$2,701,864

All classified employees received a 3.0% cost of living adjustment which is included here.



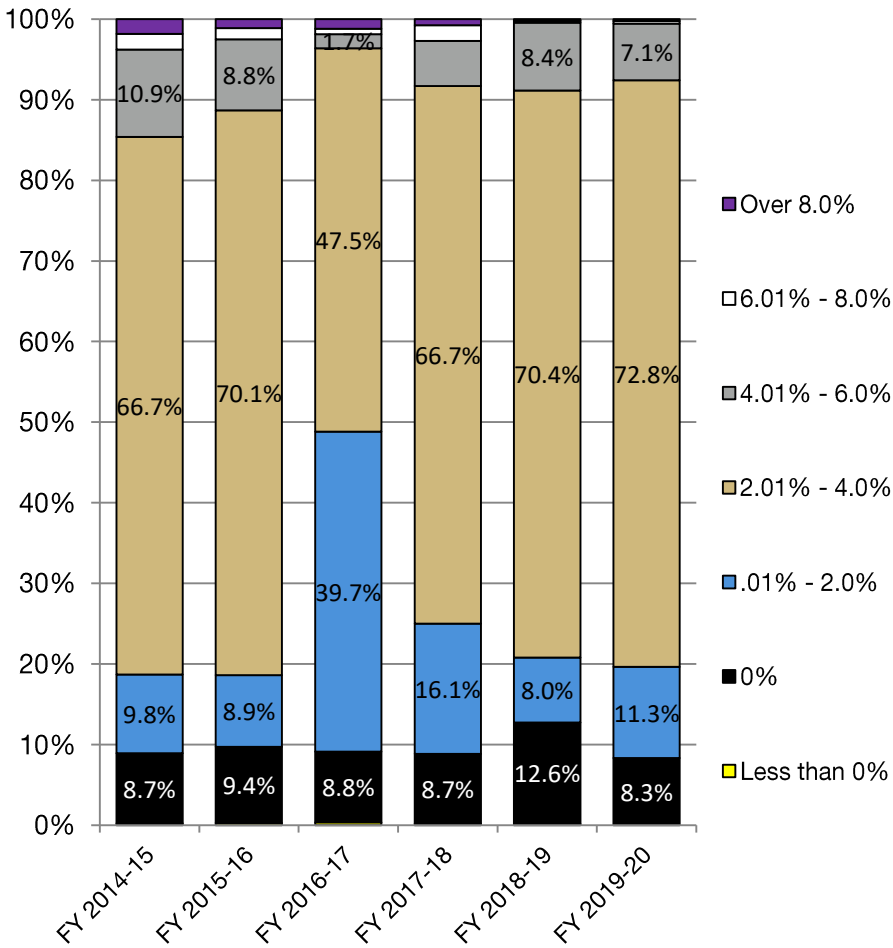
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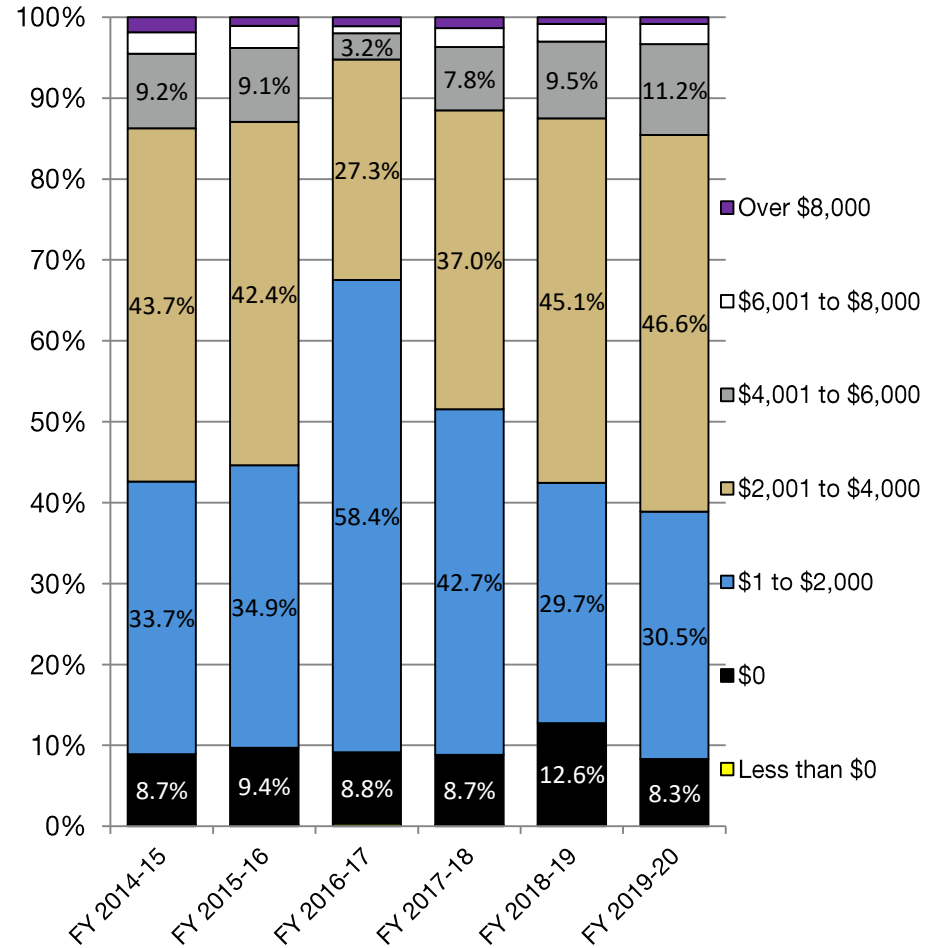
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University of Colorado System Wide Merit Award History – Faculty

By Percent



By Dollar



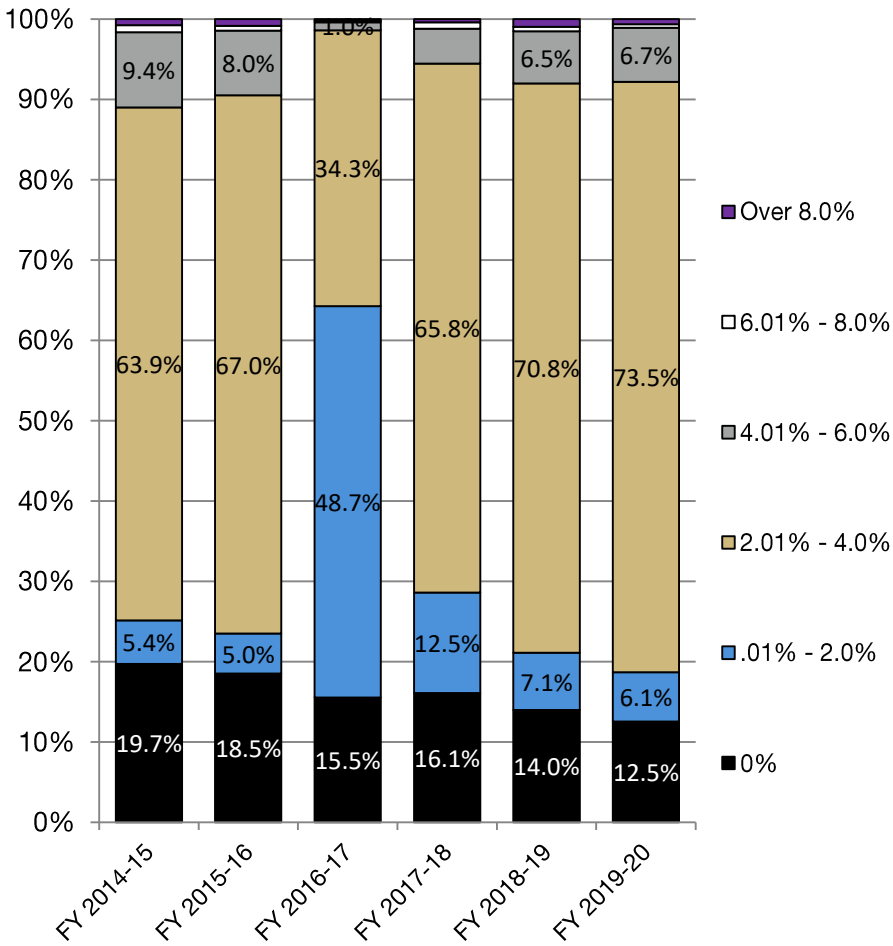
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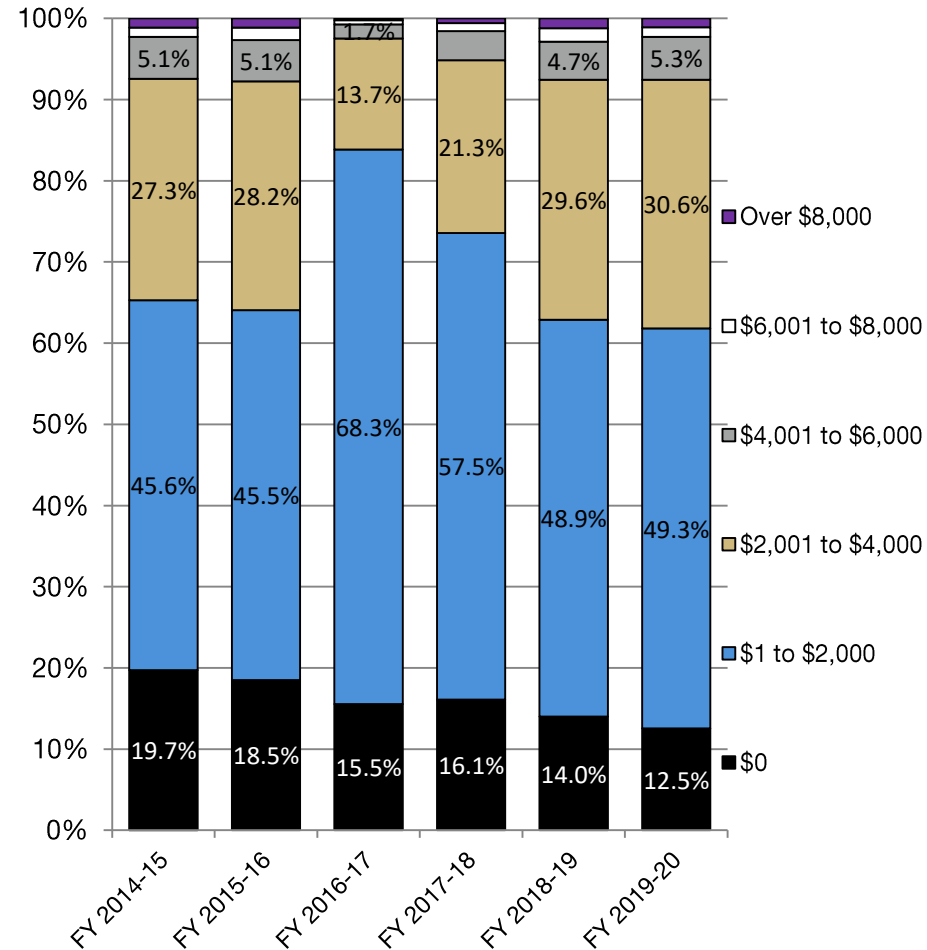
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University of Colorado System Wide Merit Award History – University Staff

By Percent



By Dollar



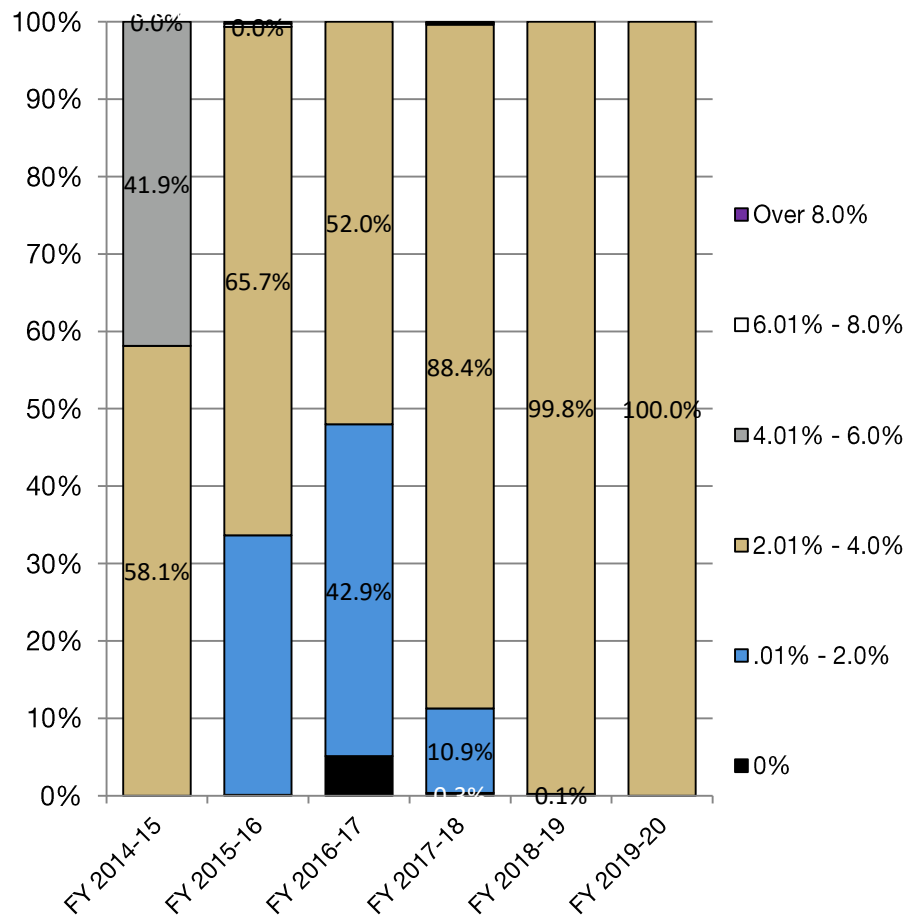
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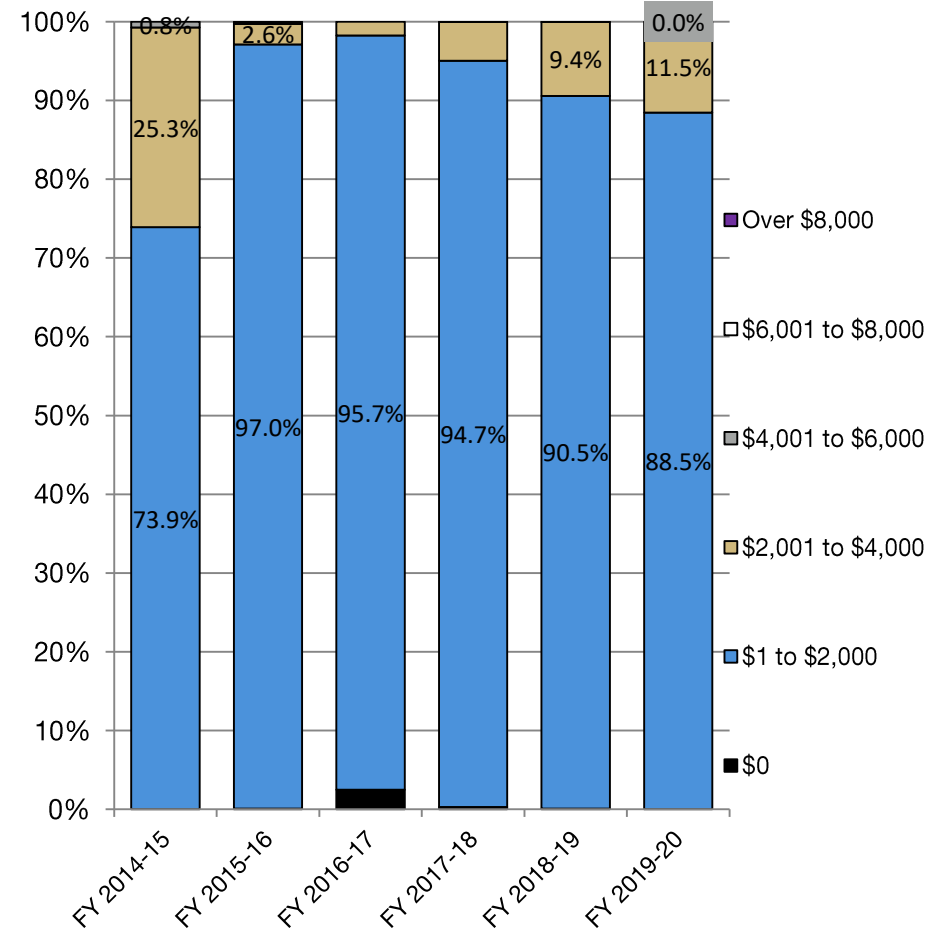
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University of Colorado System Wide Total Award History – Classified

By Percent



By Dollar



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University of Colorado Boulder Faculty - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	
0%	129
.01% - 2.0%	314
2.01% - 4.0%	1,181
4.01% - 6.0%	121
6.01% - 8.0%	8
Over 8.0%	3
Total	1,756

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	
\$0	129
\$1 to \$2,000	562
\$2,001 to \$4,000	756
\$4,001 to \$6,000	230
\$6,001 to \$8,000	57
Over \$8,000	22
Total	1,756

Total dollar amount spent on faculty merit increases: \$4,662,219



University of Colorado Boulder

University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	138
.01% - 2.0%	164
2.01% - 4.0%	2,562
4.01% - 6.0%	150
6.01% - 8.0%	4
Over 8.0%	1
Total	3,019

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	138
\$1 to \$2,000	1,836
\$2,001 to \$4,000	858
\$4,001 to \$6,000	142
\$6,001 to \$8,000	28
Over \$8,000	17
Total	3,019

Total dollar amount spent on university staff merit increases: \$5,828,981



University of Colorado Boulder Classified - Total Pay, FY 2018-19

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	0
.01% - 2.0%	0	29
2.01% - 4.0%	1,222	1
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	1,222	30

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	1,078
\$2,001 to \$4,000	144
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,222

Total dollar amount spent on classified increases: \$ 1,735,962

All classified employees received a 3.0% cost of living adjustment which is included here.



University of Colorado Colorado Springs Faculty - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	29
.01% - 2.0%	8
2.01% - 4.0%	432
4.01% - 6.0%	7
6.01% - 8.0%	0
Over 8.0%	0
Total	476

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	29
\$1 to \$2,000	192
\$2,001 to \$4,000	222
\$4,001 to \$6,000	30
\$6,001 to \$8,000	3
Over \$8,000	0
Total	476

Total dollar amount spent on faculty merit increases: \$1,077,235



University of Colorado Colorado Springs University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	26
.01% - 2.0%	2
2.01% - 4.0%	301
4.01% - 6.0%	14
6.01% - 8.0%	0
Over 8.0%	0
Total	343

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	26
\$1 to \$2,000	173
\$2,001 to \$4,000	124
\$4,001 to \$6,000	15
\$6,001 to \$8,000	4
Over \$8,000	1
Total	343

Total dollar amount spent on university staff merit increases: \$717,917



University of Colorado Colorado Springs Classified - Total Pay, FY 2019-20

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	0
.01% - 2.0%	0	0
2.01% - 4.0%	141	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	141	0

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	131
\$2,001 to \$4,000	10
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	141

Total dollar amount spent on classified increases: \$188,777.00

All classified employees received a 3.0% cost of living adjustment which is included here.



University of Colorado Denver Faculty - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	85
.01% - 2.0%	33
2.01% - 4.0%	547
4.01% - 6.0%	83
6.01% - 8.0%	1
Over 8.0%	5
Total	754

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	85
\$1 to \$2,000	180
\$2,001 to \$4,000	396
\$4,001 to \$6,000	77
\$6,001 to \$8,000	13
Over \$8,000	3
Total	754

Total dollar amount spent on faculty merit increases: \$1,878,085



University of Colorado Denver

University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	164
.01% - 2.0%	35
2.01% - 4.0%	519
4.01% - 6.0%	79
6.01% - 8.0%	5
Over 8.0%	6
Total	808

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	164
\$1 to \$2,000	317
\$2,001 to \$4,000	269
\$4,001 to \$6,000	39
\$6,001 to \$8,000	6
Over \$8,000	13
Total	808

Total dollar amount spent on university staff merit increases: \$1,586,898



University of Colorado Denver Classified - Total Pay, FY 2019-20

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	170
.01% - 2.0%	0	0
2.01% - 4.0%	170	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	170	170

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	147
\$2,001 to \$4,000	23
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	170

Total dollar amount spent on classified increases: \$264,701

All classified employees received a 3.0% cost of living adjustment which is included here.



University of Colorado Anschutz Medical Campus Faculty - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	19
.01% - 2.0%	1
2.01% - 4.0%	129
4.01% - 6.0%	11
6.01% - 8.0%	0
Over 8.0%	0
Total	160

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	19
\$1 to \$2,000	27
\$2,001 to \$4,000	91
\$4,001 to \$6,000	16
\$6,001 to \$8,000	6
Over \$8,000	1
Total	160

Total dollar amount spent on faculty merit increases: \$454,513



University of Colorado Anschutz Medical Campus University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	462
.01% - 2.0%	177
2.01% - 4.0%	1,366
4.01% - 6.0%	156
6.01% - 8.0%	22
Over 8.0%	35
Total	2,218

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	462
\$1 to \$2,000	949
\$2,001 to \$4,000	641
\$4,001 to \$6,000	113
\$6,001 to \$8,000	25
Over \$8,000	28
Total	2,218

Total dollar amount spent on university staff merit increases: \$4,049,917



University of Colorado Anschutz Medical Campus Classified - Total Pay , FY 2019-20

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	351
.01% - 2.0%	0	0
2.01% - 4.0%	351	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	351	351

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	310
\$2,001 to \$4,000	41
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	351

Total dollar amount spent on classified increases: \$505,020

All classified employees received a 3.0% cost of living adjustment which is included here.



University of Colorado Denver | Anschutz Admin.*

University Staff - Merit Pay , FY 2019-20

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	225
.01% - 2.0%	65
2.01% - 4.0%	713
4.01% - 6.0%	95
6.01% - 8.0%	12
Over 8.0%	14
Total	1,124

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	225
\$1 to \$2,000	449
\$2,001 to \$4,000	332
\$4,001 to \$6,000	75
\$6,001 to \$8,000	16
Over \$8,000	27
Total	1,124

Total dollar amount spent on university staff merit increases: \$2,387,188

**Positions that are shared between Denver and Anschutz through consolidated administrative structure. (Non-add to consolidated page 4 as some share of employees are previously reported on page 16 or 19.)*



University of Colorado Denver | Anschutz Admin.*

Classified - Total Pay , FY 2019-20

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	297
.01% - 2.0%	0	0
2.01% - 4.0%	297	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	297	297

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	250
\$2,001 to \$4,000	47
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	297

Total dollar amount spent on classified increases: \$480,144

All classified employees received a 3.0% cost of living adjustment which is included here.

**Positions that are shared between Denver and Anschutz through consolidated administrative structure.
(Non-add to consolidated page 5 as some share of employees are previously reported on page 17 or 20.)*



University of Colorado System Administration University Staff, FY 2019-20

Merit Pool, Percentage Increase	
% Adjustment	Number of University Staff
Less than 0%	0
0%	66
.01% - 2.0%	41
2.01% - 4.0%	267
4.01% - 6.0%	60
6.01% - 8.0%	1
Over 8.0%	1
Total	436

Merit Pool, Dollar Increase	
Dollar Adjustments	Number of University Staff
Less than \$0	0
\$0	66
\$1 to \$2,000	87
\$2,001 to \$4,000	199
\$4,001 to \$6,000	52
\$6,001 to \$8,000	16
Over \$8,000	16
Total	436

Total dollar amount spent on university staff merit increases: \$1,210,236



University of Colorado System Administration Classified - Merit Pay , FY 2019-20

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

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	5
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	5

Total dollar amount spent on classified merit increases: \$7,404

All classified employees received a 3.0% cost of living adjustment which is included here.

