

FOUR CAMPUSES UNITED  
**ALL FOUR: COLORADO**

Compensation Report  
FY 2016-17

Board of Regents Meeting  
September 8, 2016



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

# University of Colorado

## Compensation Overview, FY 2016-17

Merit pool of 2.0% for classified, 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 2.0 percent unless the board is notified prior to implementation.
- 2.0% merit pool for classified staff amounts vary based on employee performance score and salary quartile.

Exceptions:

- CU Denver's merit pool is one-time, non-base building in FY 2016-17.
- CU System Administration's merit pool is 1.77%.



# University of Colorado System Wide Faculty - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	5	5
0%	161	108
.01% - 2.0%	959	220
2.01% - 4.0%	1012	401
4.01% - 6.0%	44	7
6.01% - 8.0%	17	3
Over 8.0%	30	5
<b>Total</b>	<b>2,228</b>	<b>749</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	10
\$0	269
\$1 to \$2,000	1738
\$2,001 to \$4,000	806
\$4,001 to \$6,000	96
\$6,001 to \$8,000	26
Over \$8,000	32
<b>Total</b>	<b>2,977</b>

Total dollar amount spent on Faculty merit increases: \$5,497,962



# University of Colorado System Wide Exempt - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	654	165
.01% - 2.0%	2328	237
2.01% - 4.0%	1533	281
4.01% - 6.0%	46	4
6.01% - 8.0%	10	1
Over 8.0%	8	2
<b>Total</b>	<b>4579</b>	<b>690</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	819
\$1 to \$2,000	3619
\$2,001 to \$4,000	707
\$4,001 to \$6,000	88
\$6,001 to \$8,000	24
Over \$8,000	12
<b>Total</b>	<b>5,269</b>

Total dollar amount spent on Exempt merit increases: \$6,749,232



# University of Colorado System Wide Classified - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	1	0
0%	130	573
.01% - 2.0%	1203	325
2.01% - 4.0%	1263	51
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>2,597</b>	<b>949</b>

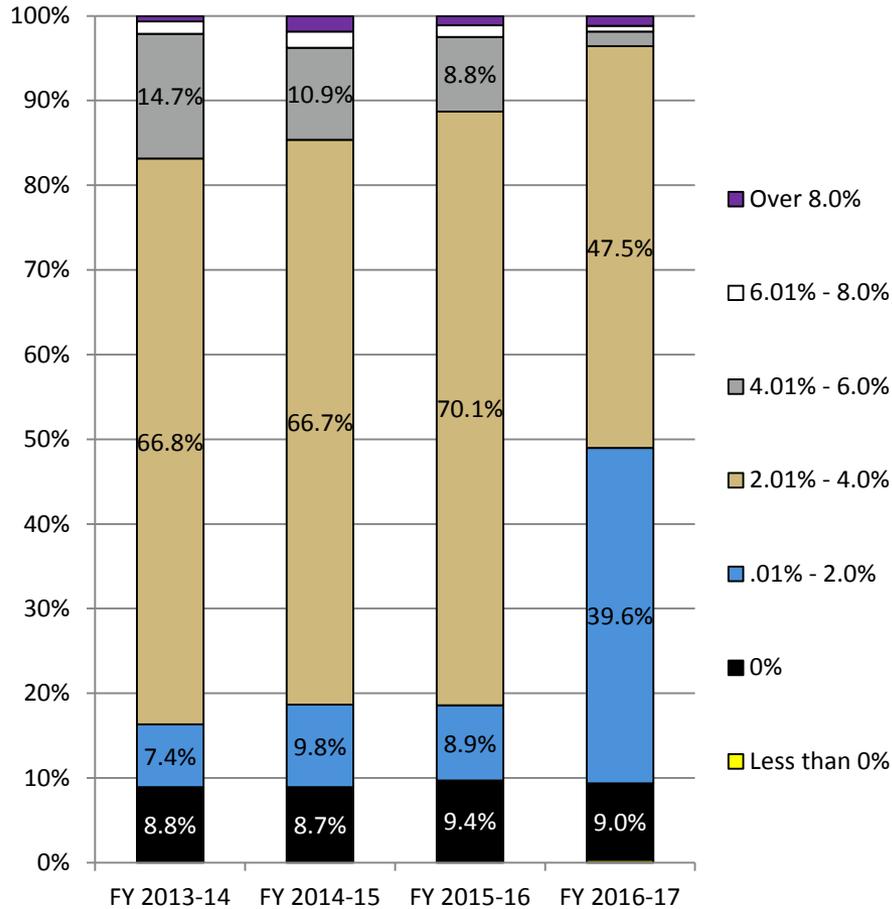
Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	1
\$0	64
\$1 to \$2,000	2487
\$2,001 to \$4,000	45
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>2,597</b>

Total dollar amount spent on Classified merit increases: \$2,183,305

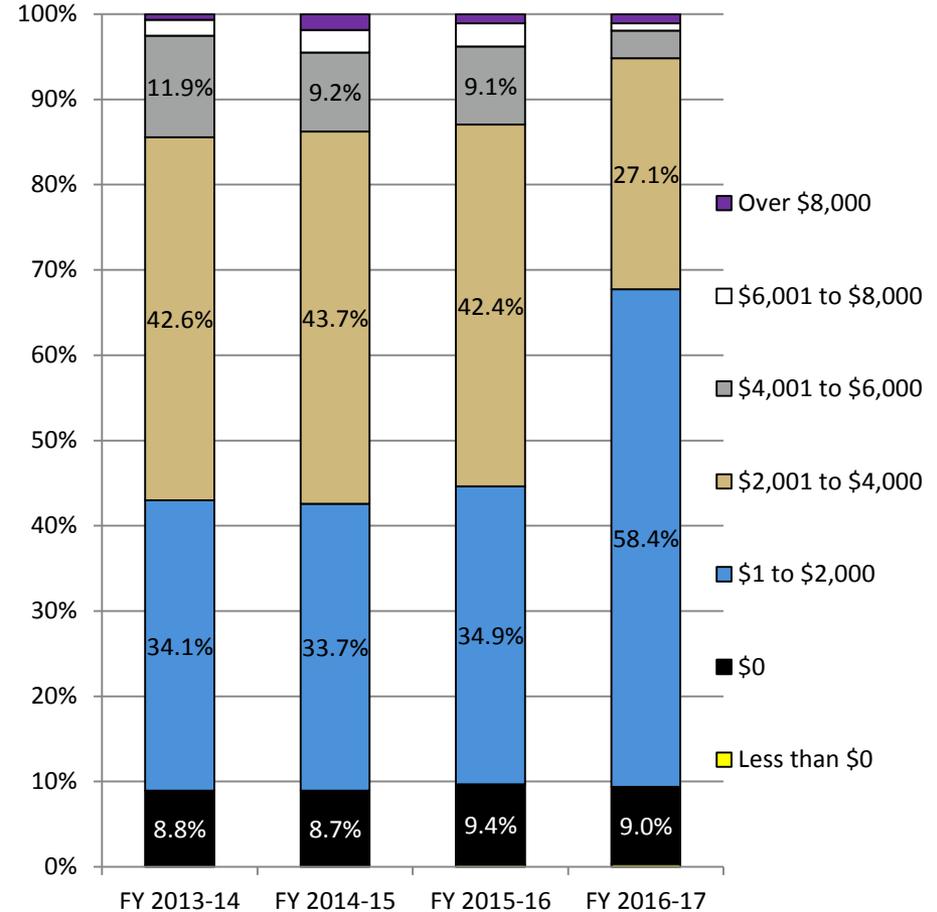


# University of Colorado System Wide Merit Award History - Faculty

## By Percent



## By Dollar



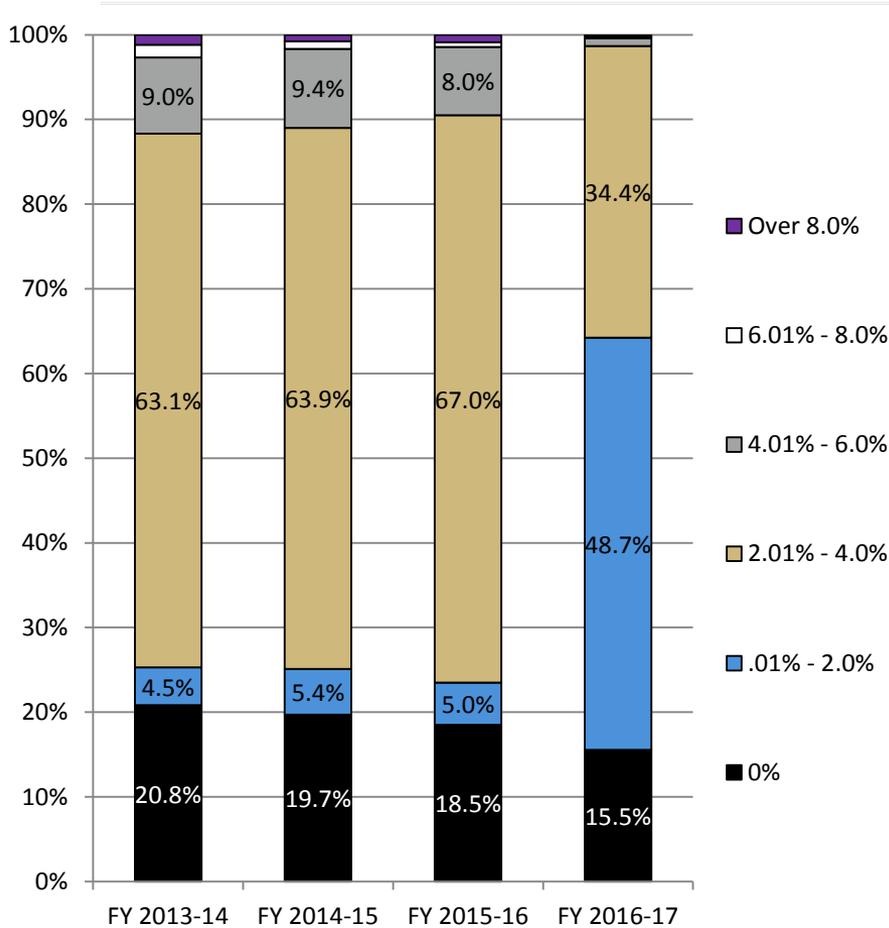
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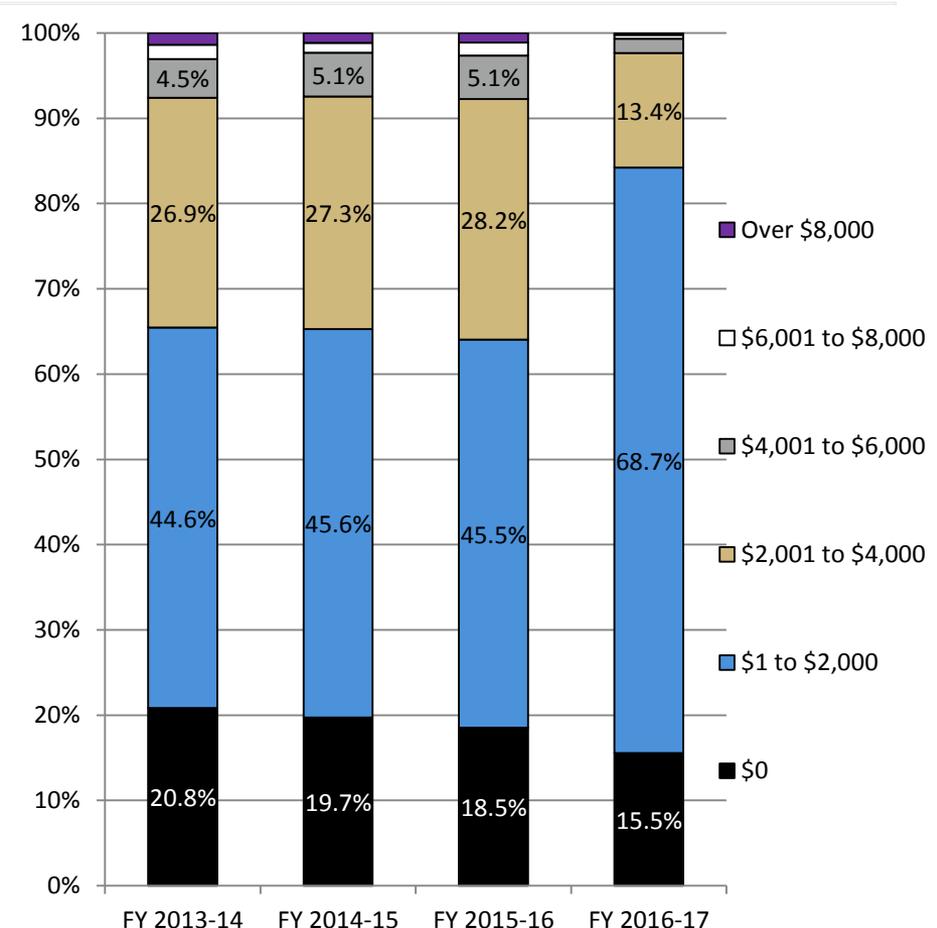
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# University of Colorado System Wide Merit Award History - Exempt

## Percent Change

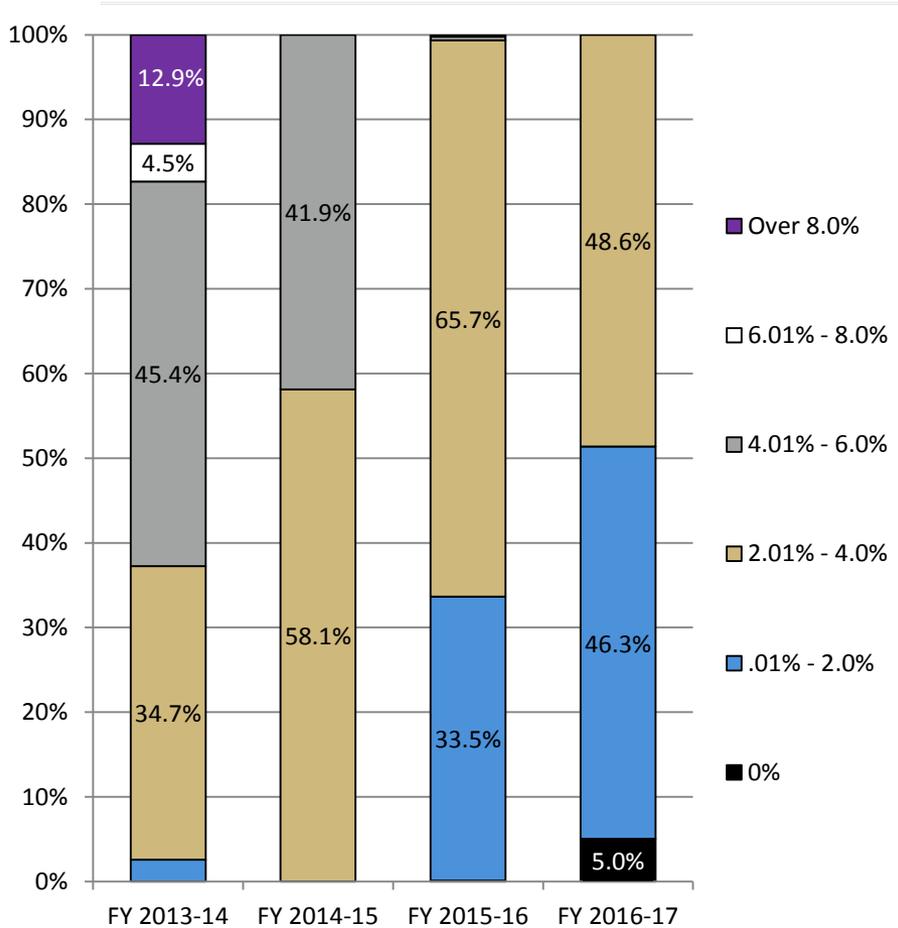


## Dollar Change

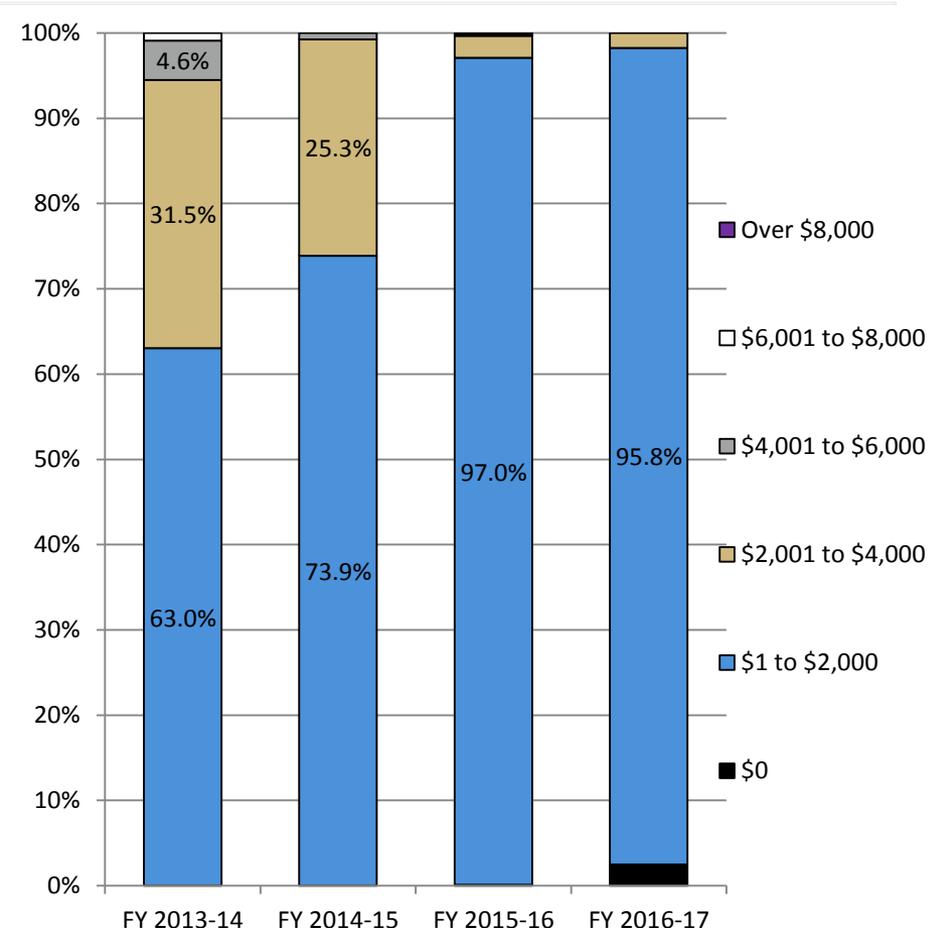


# University of Colorado System Wide Total Award History - Classified

## By Percent



## By Dollar



# University of Colorado Boulder Faculty - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	95	0
.01% - 2.0%	762	0
2.01% - 4.0%	651	0
4.01% - 6.0%	38	0
6.01% - 8.0%	13	0
Over 8.0%	27	0
<b>Total</b>	<b>1,586</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	95
\$1 to \$2,000	864
\$2,001 to \$4,000	511
\$4,001 to \$6,000	69
\$6,001 to \$8,000	23
Over \$8,000	24
<b>Total</b>	<b>1,586</b>

Total dollar amount spent on Faculty merit increases: \$3,452,294



# University of Colorado Boulder

## Exempt - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	90	0
.01% - 2.0%	1,023	0
2.01% - 4.0%	846	0
4.01% - 6.0%	7	0
6.01% - 8.0%	3	0
Over 8.0%	0	0
<b>Total</b>	<b>1,969</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	90
\$1 to \$2,000	1,562
\$2,001 to \$4,000	282
\$4,001 to \$6,000	26
\$6,001 to \$8,000	4
Over \$8,000	5
<b>Total</b>	<b>1,969</b>

Total dollar amount spent on Exempt merit increases: \$2,722,991



# University of Colorado Boulder Classified - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	1	0
0%	1	0
.01% - 2.0%	644	13
2.01% - 4.0%	1,018	3
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>1,664</b>	<b>16</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	1
\$0	2
\$1 to \$2,000	1,636
\$2,001 to \$4,000	25
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>1,664</b>

Total dollar amount spent on Classified merit increases: \$1,399,972



# University of Colorado Colorado Springs Faculty - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	38	0
.01% - 2.0%	135	0
2.01% - 4.0%	322	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>495</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	38
\$1 to \$2,000	368
\$2,001 to \$4,000	88
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>495</b>

Total dollar amount spent on Faculty merit increases: \$656,757



# University of Colorado Colorado Springs Exempt - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	58	0
.01% - 2.0%	243	0
2.01% - 4.0%	221	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>522</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	58
\$1 to \$2,000	409
\$2,001 to \$4,000	51
\$4,001 to \$6,000	3
\$6,001 to \$8,000	1
Over \$8,000	0
<b>Total</b>	<b>522</b>

Total dollar amount spent on Exempt merit increases: \$150,755



# University of Colorado Colorado Springs Classified - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	1	207
.01% - 2.0%	112	0
2.01% - 4.0%	94	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>207</b>	<b>207</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	1
\$1 to \$2,000	205
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>207</b>

Total dollar amount spent on Classified merit increases: \$150,755



# University of Colorado Denver Faculty - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	5
0%	0	108
.01% - 2.0%	0	220
2.01% - 4.0%	0	401
4.01% - 6.0%	0	7
6.01% - 8.0%	0	3
Over 8.0%	0	5
<b>Total</b>	<b>0</b>	<b>749</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	5
\$0	108
\$1 to \$2,000	445
\$2,001 to \$4,000	166
\$4,001 to \$6,000	20
\$6,001 to \$8,000	0
Over \$8,000	5
<b>Total</b>	<b>749</b>

Total dollar amount spent on Faculty one-time merit increases:  
\$1,148,164



# University of Colorado Denver

## Exempt - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	165
.01% - 2.0%	0	237
2.01% - 4.0%	0	281
4.01% - 6.0%	0	4
6.01% - 8.0%	0	1
Over 8.0%	0	2
<b>Total</b>	<b>0</b>	<b>690</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	165
\$1 to \$2,000	414
\$2,001 to \$4,000	94
\$4,001 to \$6,000	13
\$6,001 to \$8,000	4
Over \$8,000	0
<b>Total</b>	<b>690</b>

Total dollar amount spent on Exempt one-time merit increases:  
\$856,999



# University of Colorado Denver

## Classified - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
0% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	79	32
.01% - 2.0%	114	124
2.01% - 4.0%	6	43
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>199</b>	<b>199</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	20
\$1 to \$2,000	173
\$2,001 to \$4,000	6
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>199</b>

Total dollar amount spent on classified ongoing and one-time merit increases: \$ 238,599



# University of Colorado Anschutz Medical Campus Faculty - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	5	0
0%	28	0
.01% - 2.0%	62	0
2.01% - 4.0%	39	0
4.01% - 6.0%	6	0
6.01% - 8.0%	4	0
Over 8.0%	3	0
<b>Total</b>	<b>147</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	5
\$0	28
\$1 to \$2,000	61
\$2,001 to \$4,000	41
\$4,001 to \$6,000	6
\$6,001 to \$8,000	3
Over \$8,000	3
<b>Total</b>	<b>147</b>

Total E&G spent on Faculty merit increases: \$240,747



# University of Colorado Anschutz Medical Campus Exempt - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	424	0
.01% - 2.0%	780	0
2.01% - 4.0%	414	0
4.01% - 6.0%	37	0
6.01% - 8.0%	7	0
Over 8.0%	8	0
<b>Total</b>	<b>1,670</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	424
\$1 to \$2,000	990
\$2,001 to \$4,000	203
\$4,001 to \$6,000	36
\$6,001 to \$8,000	12
Over \$8,000	5
<b>Total</b>	<b>1,670</b>

Total dollar amount spent on Exempt merit increases: \$1,990,211



# University of Colorado Anschutz Medical Campus Classified - Merit Pay , FY 2016-17

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	49	318
.01% - 2.0%	321	188
2.01% - 4.0%	141	5
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>511</b>	<b>511</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	41
\$1 to \$2,000	458
\$2,001 to \$4,000	12
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>511</b>

Total dollar amount spent on classified merit increases: \$ 379,120



# University of Colorado System Administration Exempt, FY 2016-17

Merit Pool, Percentage Increase	
% Adjustment	Number of Exempt
Less than 0%	0
0%	82
.01% - 2.0%	282
2.01% - 4.0%	52
4.01% - 6.0%	2
6.01% - 8.0%	0
Over 8.0%	0
<b>Total</b>	<b>418</b>

Merit Pool, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	82
\$1 to \$2,000	244
\$2,001 to \$4,000	77
\$4,001 to \$6,000	10
\$6,001 to \$8,000	3
Over \$8,000	2
<b>Total</b>	<b>418</b>

Total dollar amount spent on exempt merit increases: \$607,644



# University of Colorado System Administration Classified - Merit Pay , FY 2016-17

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

Merit Pay, 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
<b>Total</b>	<b>16</b>

Total dollar amount spent on classified merit increases: \$14,860

