

FOUR CAMPUSES UNITED
ALL FOUR: COLORADO

Compensation Report FY 2017-18

Board of Regents Meeting
September 7, 2017



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

University of Colorado

Compensation Overview, FY 2017-18

- Merit pool of 2.5% for faculty and exempt staff
- Compensation pool of 2.5% for classified staff
 - 1.75% mandatory cost of living increase
 - 0.75% merit pool (actual amounts vary based on employee performance score and salary quartile)

Note on Prior Fiscal Year:

FY 2016-17: 2.0% classified, faculty and exempt (except non-base building Denver & 1.77% System Administration)



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

FOUR CAMPUSES UNITED

University of Colorado System Wide Faculty - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	5
0%	282
.01% - 2.0%	496
2.01% - 4.0%	2,064
4.01% - 6.0%	173
6.01% - 8.0%	60
Over 8.0%	23
Total	3,103

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	5
\$0	282
\$1 to \$2,000	1,324
\$2,001 to \$4,000	1,137
\$4,001 to \$6,000	242
\$6,001 to \$8,000	71
Over \$8,000	42
Total	3,103

Total dollar amount spent on Faculty merit increases: \$7,218,936



University of Colorado System Wide Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	960
.01% - 2.0%	789
2.01% - 4.0%	3,891
4.01% - 6.0%	251
6.01% - 8.0%	45
Over 8.0%	24
Total	5,960

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	960
\$1 to \$2,000	3,460
\$2,001 to \$4,000	1,242
\$4,001 to \$6,000	208
\$6,001 to \$8,000	56
Over \$8,000	34
Total	5,960

Total dollar amount spent on Exempt merit increases: \$9,468,578



University of Colorado System Wide Classified - Total Pay, FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	13	2,203
.01% - 2.0%	249	159
2.01% - 4.0%	2,095	4
4.01% - 6.0%	5	0
6.01% - 8.0%	1	0
Over 8.0%	3	0
Total	2,366	2,366

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	12
\$1 to \$2,000	2,239
\$2,001 to \$4,000	114
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	2,366

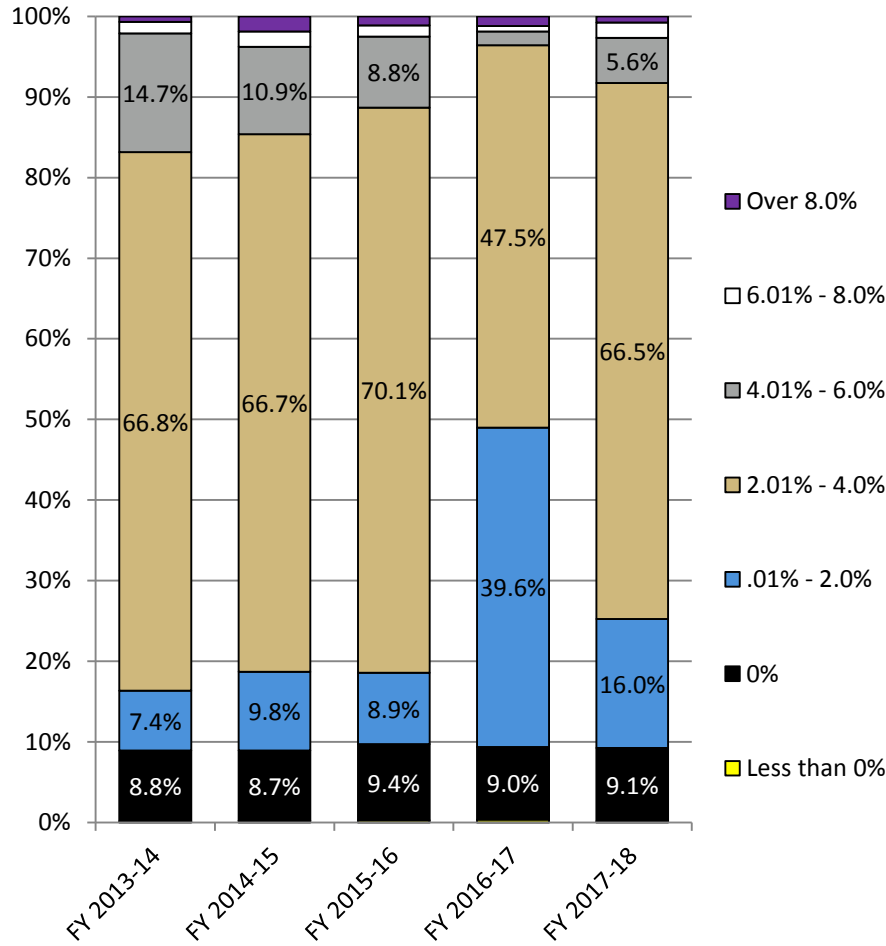
Total dollar amount spent on Classified increases: \$2,729,214

All classified employees received a 1.75% cost of living adjustment which is included here.

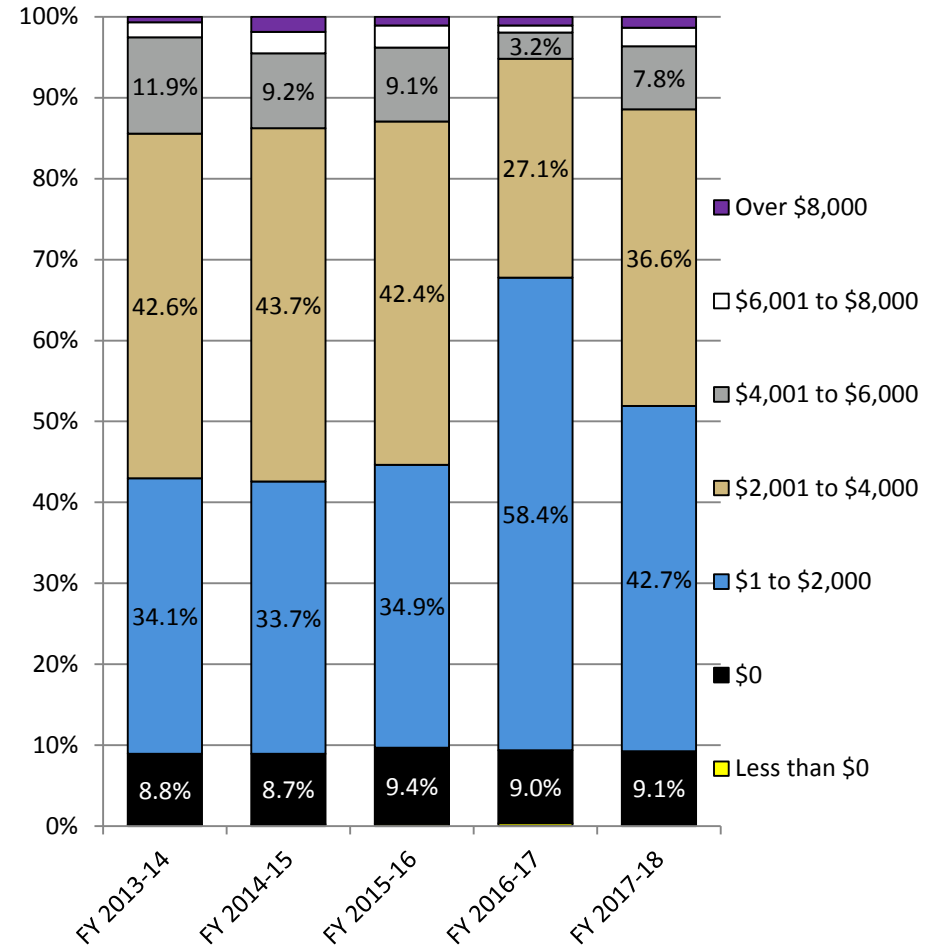


University of Colorado System Wide Merit Award History – Faculty

By Percent



By Dollar



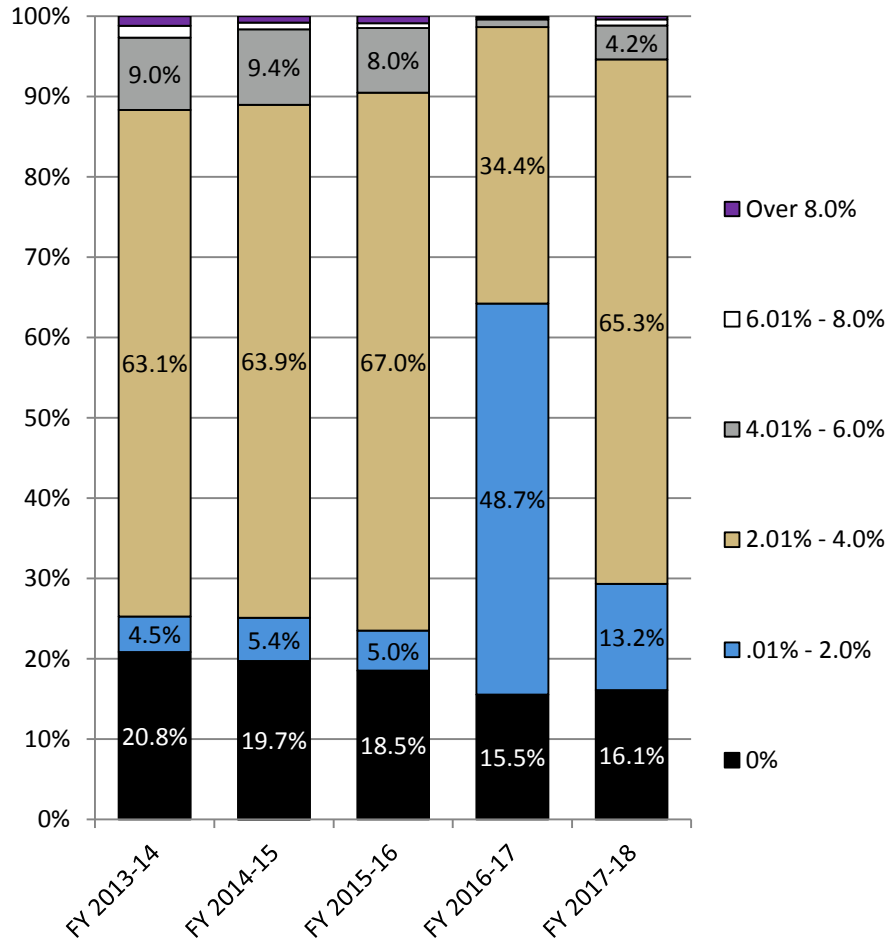
University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

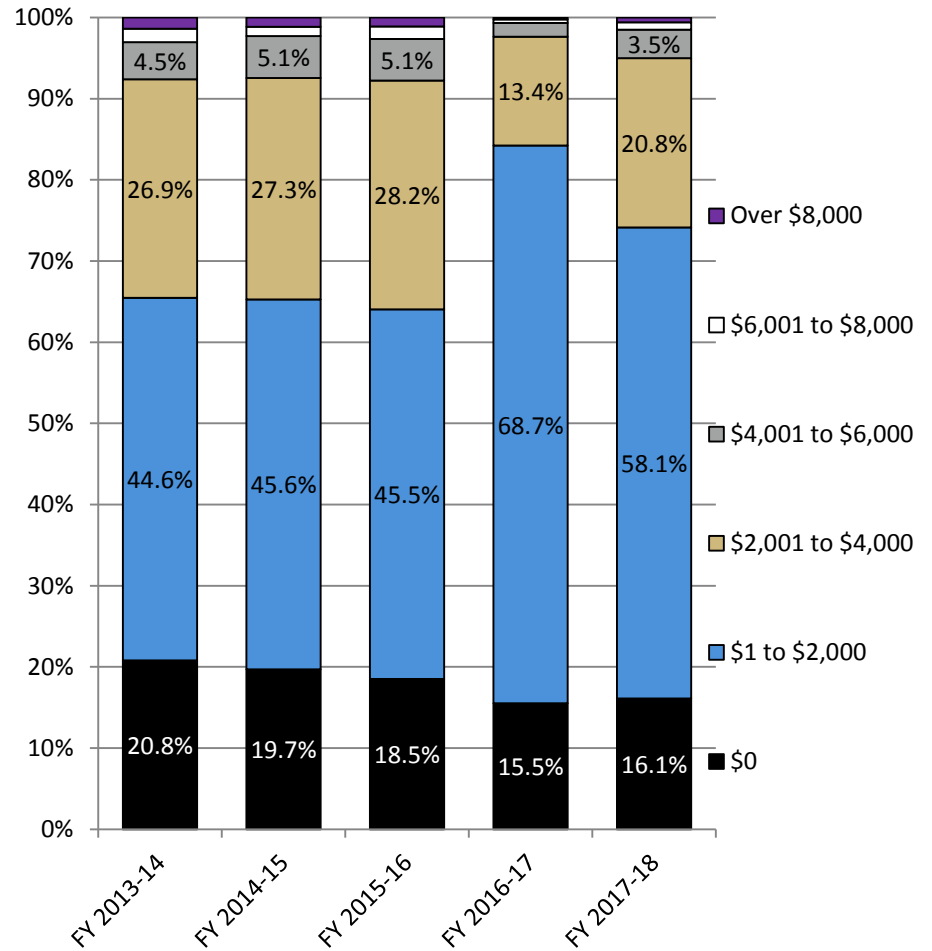
FOUR CAMPUSES UNITED

University of Colorado System Wide Merit Award History - Exempt

By Percent



By Dollar



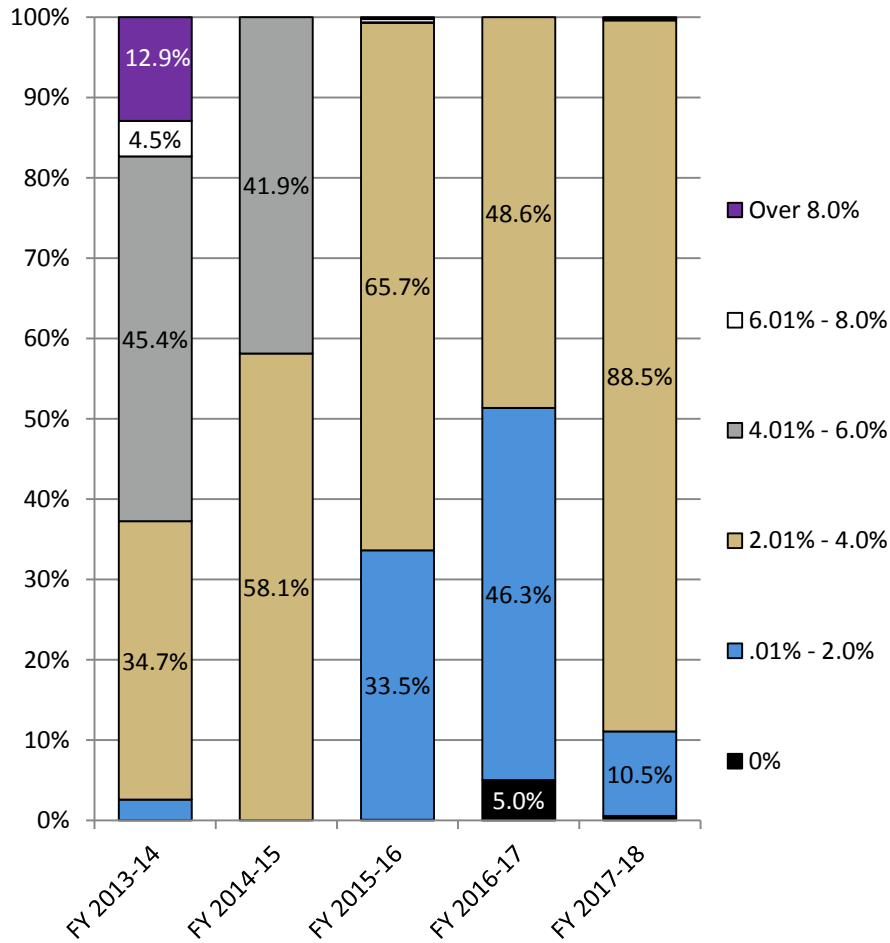
University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

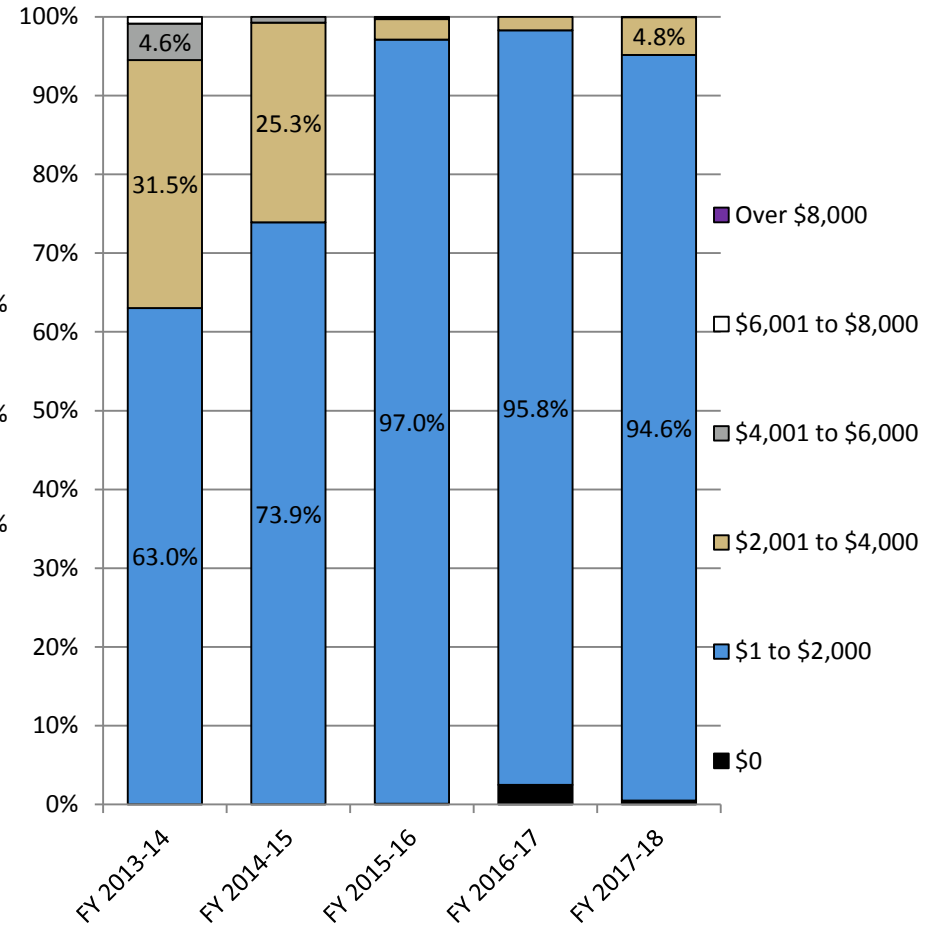
FOUR CAMPUSES UNITED

University of Colorado System Wide Total Award History - Classified

By Percent



By Dollar



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

FOUR CAMPUSES UNITED

University of Colorado Boulder Faculty - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	89
.01% - 2.0%	433
2.01% - 4.0%	1,002
4.01% - 6.0%	90
6.01% - 8.0%	49
Over 8.0%	11
Total	1,674

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	89
\$1 to \$2,000	710
\$2,001 to \$4,000	627
\$4,001 to \$6,000	164
\$6,001 to \$8,000	51
Over \$8,000	33
Total	1,674

Total dollar amount spent on Faculty merit increases: \$4,397,164



University of Colorado Boulder

Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	171
.01% - 2.0%	268
2.01% - 4.0%	1,850
4.01% - 6.0%	70
6.01% - 8.0%	6
Over 8.0%	3
Total	2,368

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	171
\$1 to \$2,000	1,649
\$2,001 to \$4,000	454
\$4,001 to \$6,000	67
\$6,001 to \$8,000	22
Over \$8,000	5
Total	2,368

Total dollar amount spent on Exempt merit increases: \$3,771,362



University of Colorado Boulder Classified - Total Pay, FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	0
.01% - 2.0%	184	128
2.01% - 4.0%	1348	2
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	1,532	130

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	1,460
\$2,001 to \$4,000	72
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,532

Total dollar amount spent on Classified increases: \$1,717,622

All Classified employees received a 1.75% cost of living adjustment which is included here.



University of Colorado Colorado Springs Faculty - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	60
.01% - 2.0%	21
2.01% - 4.0%	413
4.01% - 6.0%	6
6.01% - 8.0%	0
Over 8.0%	0
Total	500

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	60
\$1 to \$2,000	279
\$2,001 to \$4,000	149
\$4,001 to \$6,000	11
\$6,001 to \$8,000	1
Over \$8,000	0
Total	500

Total dollar amount spent on Faculty merit increases: \$855,269



University of Colorado Colorado Springs Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	55
.01% - 2.0%	96
2.01% - 4.0%	349
4.01% - 6.0%	6
6.01% - 8.0%	0
Over 8.0%	0
Total	506

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	55
\$1 to \$2,000	348
\$2,001 to \$4,000	87
\$4,001 to \$6,000	15
\$6,001 to \$8,000	1
Over \$8,000	0
Total	506

Total dollar amount spent on Exempt merit increases: \$746,880



University of Colorado Colorado Springs Classified - Total Pay, FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	12	207
.01% - 2.0%	2	0
2.01% - 4.0%	188	2
4.01% - 6.0%	3	0
6.01% - 8.0%	1	0
Over 8.0%	3	0
Total	209	209

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	12
\$1 to \$2,000	191
\$2,001 to \$4,000	5
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	209

Total dollar amount spent on Classified increases: \$226,876

All Classified employees received a 1.75% cost of living adjustment which is included here.



University of Colorado Denver Faculty - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	4
0%	105
.01% - 2.0%	38
2.01% - 4.0%	558
4.01% - 6.0%	56
6.01% - 8.0%	2
Over 8.0%	7
Total	770

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	4
\$0	105
\$1 to \$2,000	301
\$2,001 to \$4,000	306
\$4,001 to \$6,000	41
\$6,001 to \$8,000	9
Over \$8,000	4
Total	770

Total dollar amount spent on Faculty merit increases: \$1,499,691



University of Colorado Denver

Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	156
.01% - 2.0%	71
2.01% - 4.0%	436
4.01% - 6.0%	58
6.01% - 8.0%	6
Over 8.0%	3
Total	730

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	156
\$1 to \$2,000	346
\$2,001 to \$4,000	190
\$4,001 to \$6,000	26
\$6,001 to \$8,000	6
Over \$8,000	6
Total	730

Total dollar amount spent on Exempt merit increases: \$1,220,886



University of Colorado Denver Classified - Total Pay, FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	190
.01% - 2.0%	21	15
2.01% - 4.0%	183	0
4.01% - 6.0%	1	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	205	205

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	193
\$2,001 to \$4,000	12
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	205

Total dollar amount spent on Classified increases: \$269,285

All Classified employees received a 1.75% cost of living adjustment which is included here.



University of Colorado Anschutz Medical Campus Faculty - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	1
0%	28
.01% - 2.0%	4
2.01% - 4.0%	91
4.01% - 6.0%	21
6.01% - 8.0%	9
Over 8.0%	5
Total	159

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	1
\$0	28
\$1 to \$2,000	34
\$2,001 to \$4,000	55
\$4,001 to \$6,000	26
\$6,001 to \$8,000	10
Over \$8,000	5
Total	159

Total dollar amount spent on Faculty merit increases: \$436,812



University of Colorado Anschutz Medical Campus Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	469
.01% - 2.0%	324
2.01% - 4.0%	978
4.01% - 6.0%	89
6.01% - 8.0%	32
Over 8.0%	17
Total	1,909

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	469
\$1 to \$2,000	981
\$2,001 to \$4,000	353
\$4,001 to \$6,000	70
\$6,001 to \$8,000	21
Over \$8,000	15
Total	1,909

Total dollar amount spent on Exempt merit increases: \$2,814,932



University of Colorado Anschutz Medical Campus Classified - Total Pay , FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	1	394
.01% - 2.0%	41	16
2.01% - 4.0%	367	0
4.01% - 6.0%	1	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	410	410

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	386
\$2,001 to \$4,000	24
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	410

Total dollar amount spent on Classified increases: \$502,586

All Classified employees received a 1.75% cost of living adjustment which is included here.



University of Colorado Denver | Anschutz Admin.*

Exempt - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	228
.01% - 2.0%	122
2.01% - 4.0%	541
4.01% - 6.0%	92
6.01% - 8.0%	12
Over 8.0%	6
Total	1,001

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	228
\$1 to \$2,000	452
\$2,001 to \$4,000	251
\$4,001 to \$6,000	43
\$6,001 to \$8,000	15
Over \$8,000	12
Total	1,001

Total dollar amount spent on Exempt merit increases: \$1,724,303

**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 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	336
.01% - 2.0%	29	14
2.01% - 4.0%	321	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	350	350

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	318
\$2,001 to \$4,000	32
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	350

Total dollar amount spent on Classified increases: \$462,698

All Classified employees received a 1.75% 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 Exempt, FY 2017-18

Merit Pool, Percentage Increase	
% Adjustment	Number of Exempt
Less than 0%	0
0%	109
.01% - 2.0%	30
2.01% - 4.0%	278
4.01% - 6.0%	28
6.01% - 8.0%	1
Over 8.0%	1
Total	447

Merit Pool, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	109
\$1 to \$2,000	136
\$2,001 to \$4,000	158
\$4,001 to \$6,000	30
\$6,001 to \$8,000	6
Over \$8,000	8
Total	447

Total dollar amount spent on Exempt merit increases: \$913,112



University of Colorado System Administration Classified - Merit Pay , FY 2017-18

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	10
.01% - 2.0%	1	0
2.01% - 4.0%	9	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	10	10

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	9
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	10

Total dollar amount spent on Classified merit increases: \$12,845

All Classified employees received a 1.75% cost of living adjustment which is included here.

