

FOUR CAMPUSES UNITED  
**ALL FOUR: COLORADO**

Compensation Report  
FY 2018-19

Board of Regents Meeting  
September 14, 2018



University of Colorado

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# University of Colorado

## Compensation Overview, FY 2018-19

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

Note on Prior Fiscal Year:

FY 2017-18: 2.5% compensation pool for classified staff (1.75% mandatory cost of living and 0.75% merit pool)  
2.5% merit pool for faculty and exempt



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# University of Colorado System Wide Faculty - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	5
0%	395
.01% - 2.0%	254
2.01% - 4.0%	2,226
4.01% - 6.0%	264
6.01% - 8.0%	8
Over 8.0%	6
<b>Total</b>	<b>3,158</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	5
\$0	395
\$1 to \$2,000	942
\$2,001 to \$4,000	1,422
\$4,001 to \$6,000	299
\$6,001 to \$8,000	69
Over \$8,000	26
<b>Total</b>	<b>3,158</b>

Total dollar amount spent on Faculty merit increases: \$7,901,723



# University of Colorado System Wide Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	910
.01% - 2.0%	461
2.01% - 4.0%	4,664
4.01% - 6.0%	423
6.01% - 8.0%	36
Over 8.0%	62
<b>Total</b>	<b>6,556</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	910
\$1 to \$2,000	3,248
\$2,001 to \$4,000	1,911
\$4,001 to \$6,000	303
\$6,001 to \$8,000	107
Over \$8,000	77
<b>Total</b>	<b>6,556</b>

Total dollar amount spent on Exempt merit increases: \$12,858,981



# University of Colorado System Wide Classified - Total Pay, FY 2018-19

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	2	2,109
.01% - 2.0%	3	17
2.01% - 4.0%	2,124	3
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>2,129</b>	<b>2,129</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	2
\$1 to \$2,000	1,929
\$2,001 to \$4,000	196
\$4,001 to \$6,000	2
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>2,129</b>

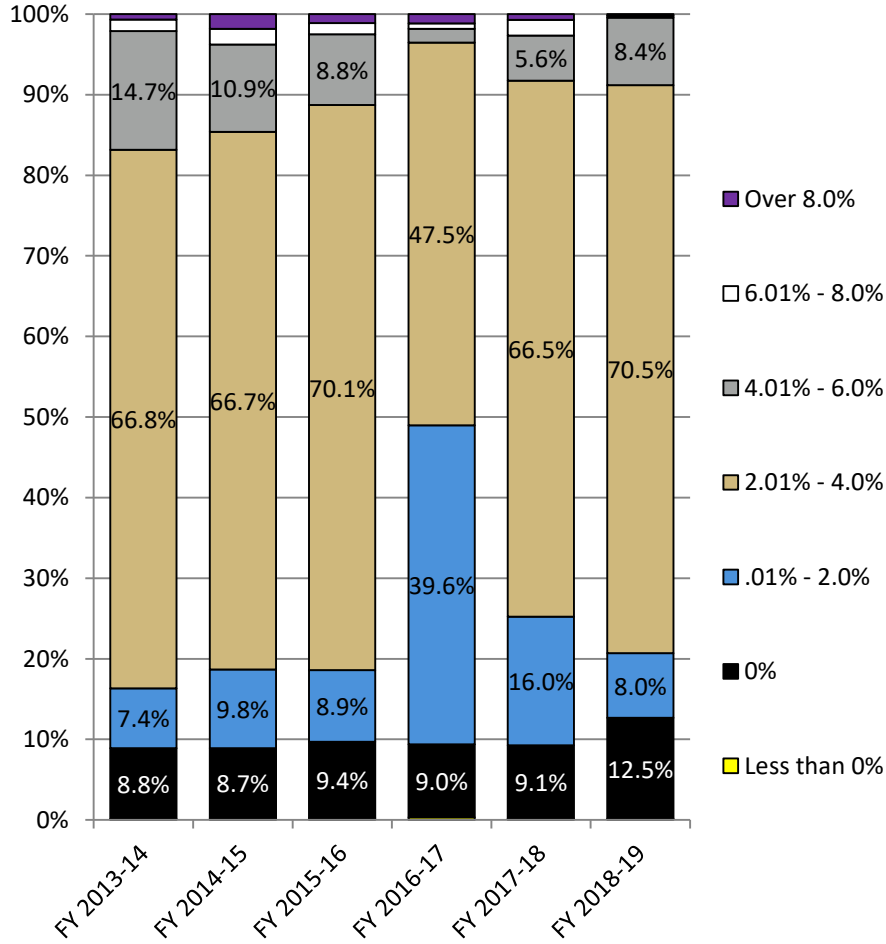
Total dollar amount spent on Classified increases: \$2,881,165

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

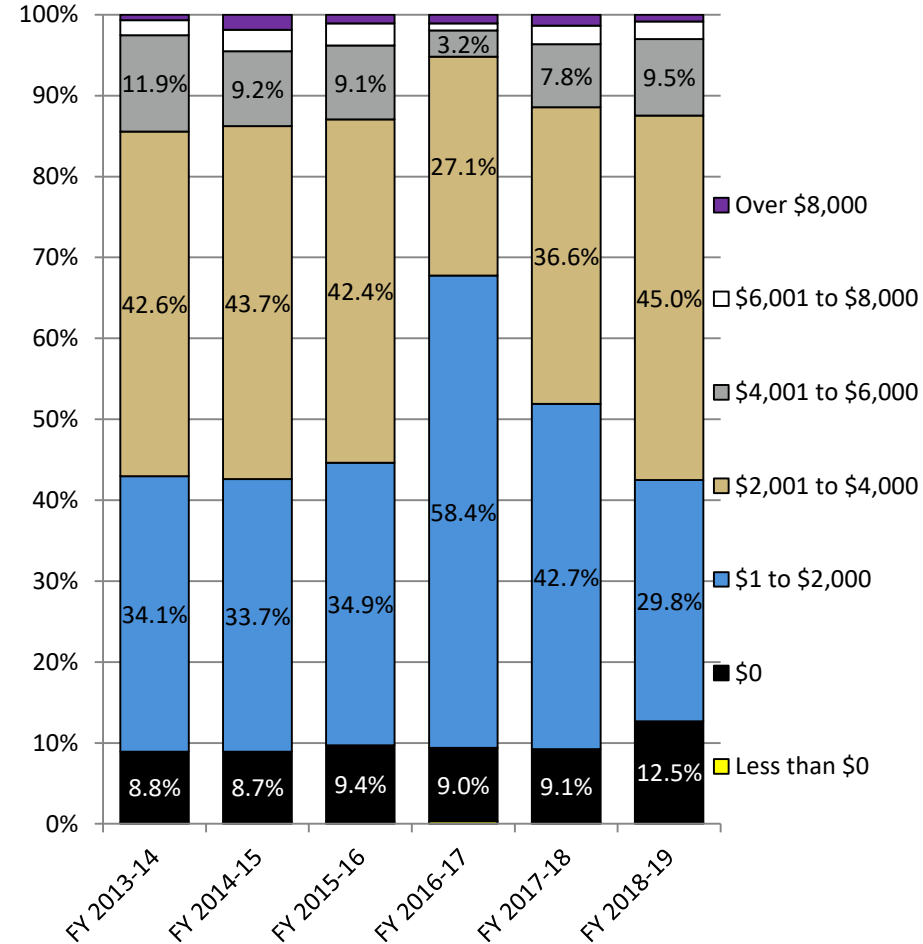


# University of Colorado System Wide Merit Award History – Faculty

## By Percent

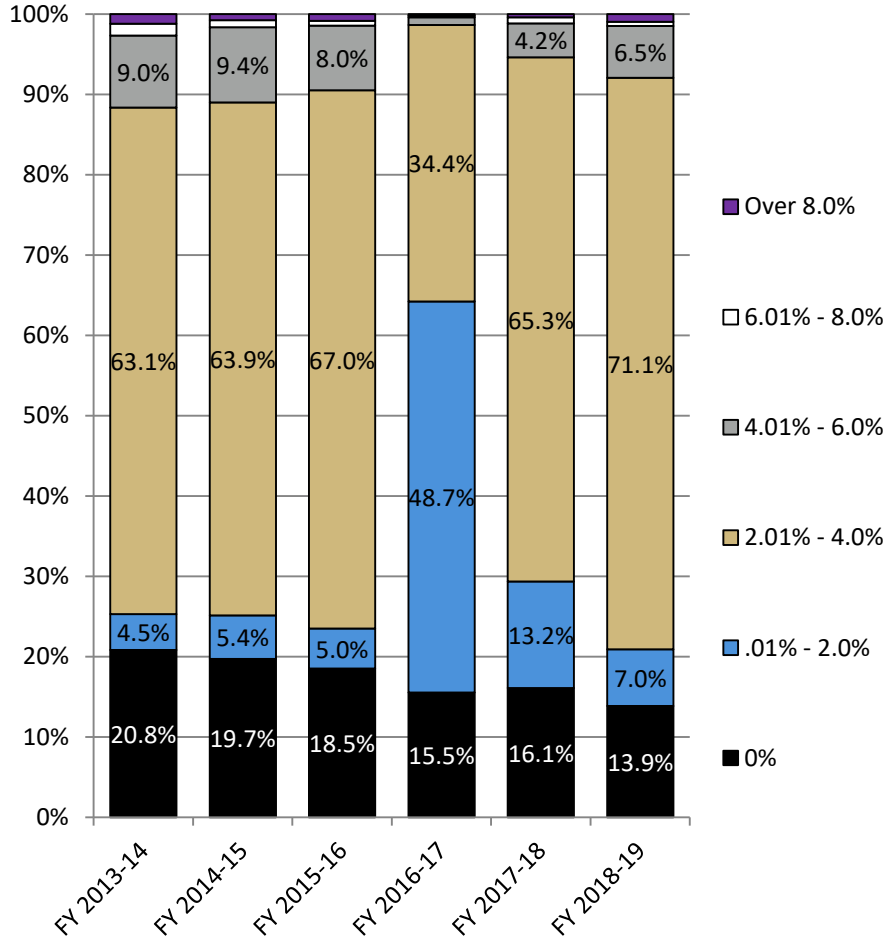


## By Dollar

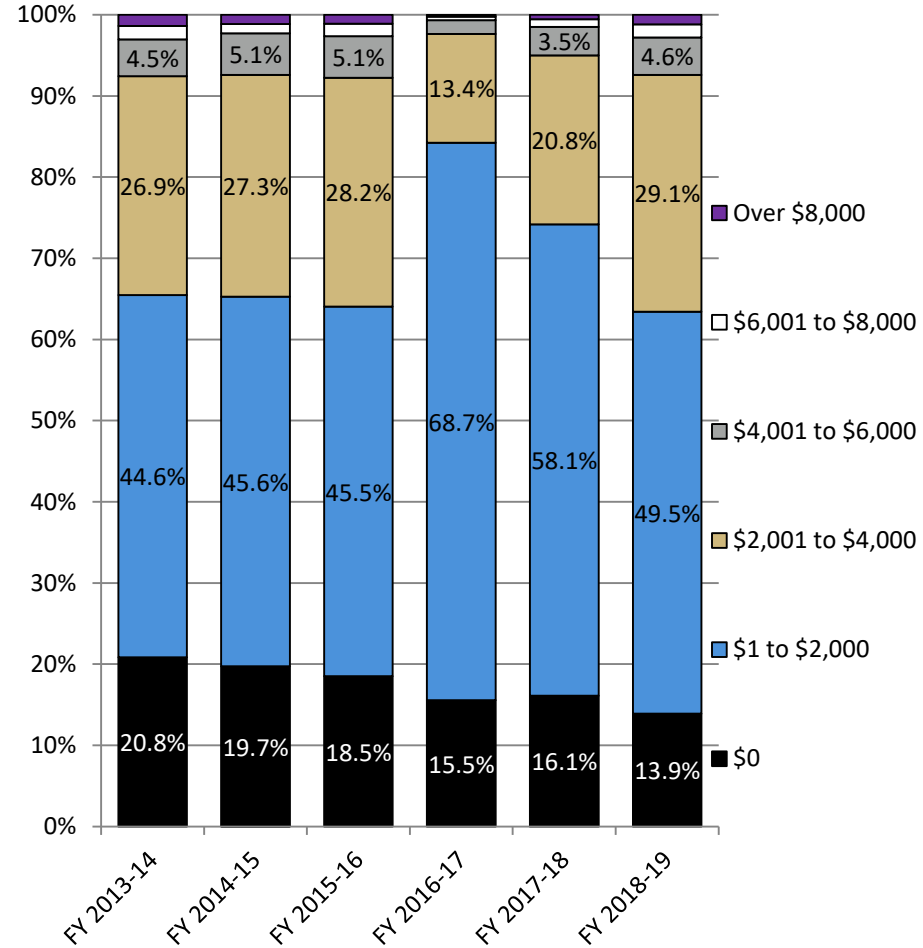


# University of Colorado System Wide Merit Award History – Exempt

## By Percent



## By Dollar



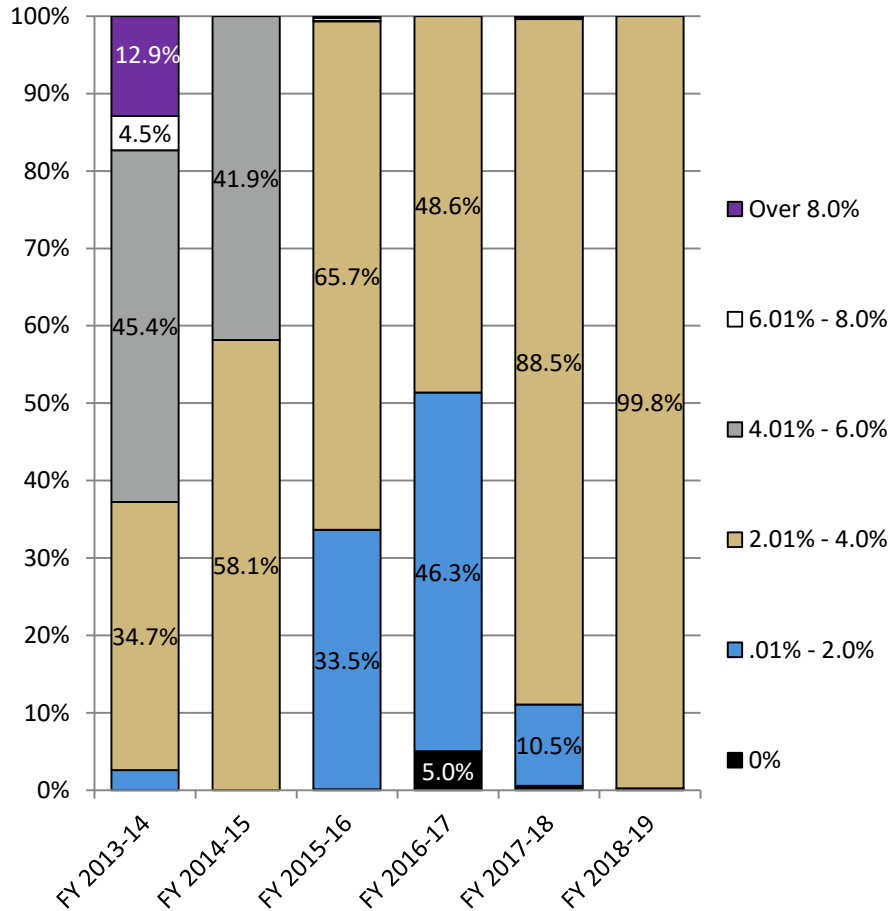
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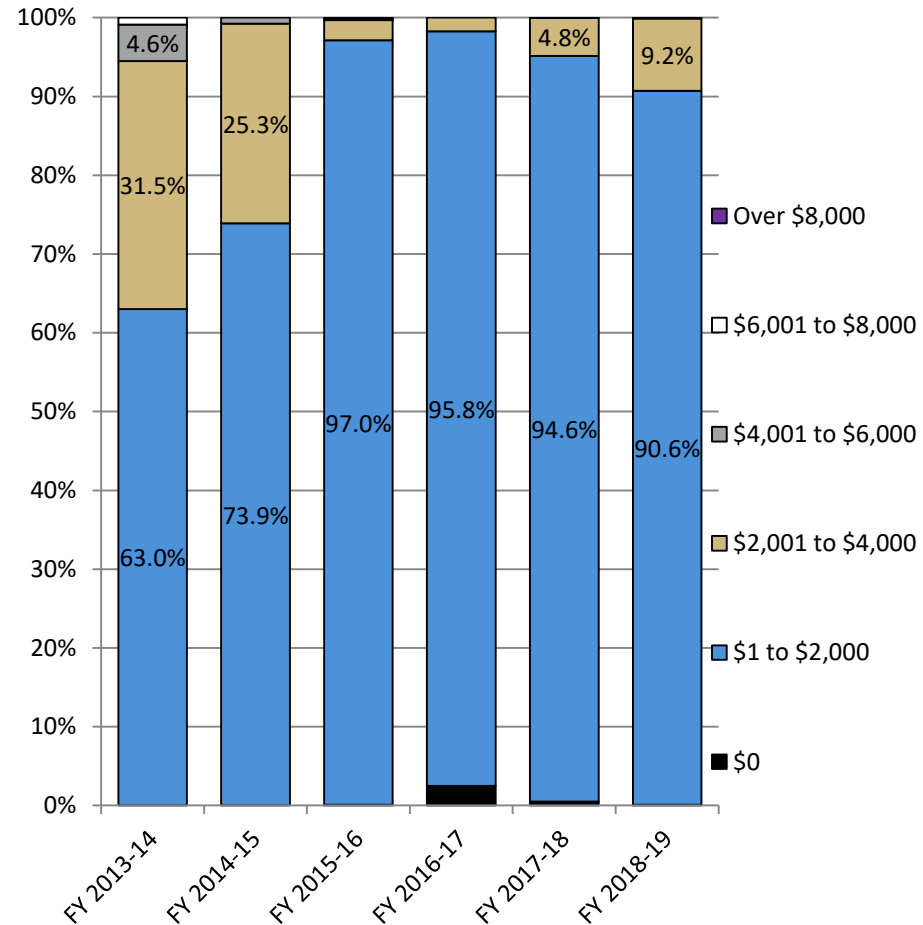
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# University of Colorado System Wide Total Award History – Classified

## By Percent



## By Dollar



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# University of Colorado Boulder Faculty - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	212
.01% - 2.0%	215
2.01% - 4.0%	1,164
4.01% - 6.0%	106
6.01% - 8.0%	6
Over 8.0%	3
<b>Total</b>	<b>1,706</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	212
\$1 to \$2,000	488
\$2,001 to \$4,000	769
\$4,001 to \$6,000	169
\$6,001 to \$8,000	50
Over \$8,000	18
<b>Total</b>	<b>1,706</b>

Total dollar amount spent on Faculty merit increases: \$4,569,502



# University of Colorado Boulder Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	124
.01% - 2.0%	138
2.01% - 4.0%	2,388
4.01% - 6.0%	96
6.01% - 8.0%	2
Over 8.0%	5
<b>Total</b>	<b>2,753</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	124
\$1 to \$2,000	1,636
\$2,001 to \$4,000	822
\$4,001 to \$6,000	120
\$6,001 to \$8,000	34
Over \$8,000	17
<b>Total</b>	<b>2,753</b>

Total dollar amount spent on Exempt merit increases: \$5,451,727



# 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%	2	1,320
.01% - 2.0%	3	17
2.01% - 4.0%	1,355	3
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>1,360</b>	<b>1,360</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	2
\$1 to \$2,000	1,230
\$2,001 to \$4,000	128
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>1,360</b>

Total dollar amount spent on Classified increases: \$1,791,589

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



# University of Colorado Colorado Springs Faculty - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	31
.01% - 2.0%	11
2.01% - 4.0%	438
4.01% - 6.0%	15
6.01% - 8.0%	0
Over 8.0%	0
<b>Total</b>	<b>495</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	0
\$0	31
\$1 to \$2,000	221
\$2,001 to \$4,000	216
\$4,001 to \$6,000	25
\$6,001 to \$8,000	2
Over \$8,000	0
<b>Total</b>	<b>495</b>

Total dollar amount spent on Faculty merit increases: \$1,081,222



# University of Colorado Colorado Springs Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	62
.01% - 2.0%	7
2.01% - 4.0%	419
4.01% - 6.0%	28
6.01% - 8.0%	0
Over 8.0%	0
<b>Total</b>	<b>516</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt Staff
Less than \$0	0
\$0	62
\$1 to \$2,000	289
\$2,001 to \$4,000	143
\$4,001 to \$6,000	14
\$6,001 to \$8,000	8
Over \$8,000	0
<b>Total</b>	<b>516</b>

Total dollar amount spent on Exempt merit increases: \$920,428



# University of Colorado Colorado Springs Classified - Total Pay, FY 2018-19

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	202
.01% - 2.0%	0	0
2.01% - 4.0%	202	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>202</b>	<b>202</b>

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	7
\$4,001 to \$6,000	2
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>202</b>

Total dollar amount spent on Classified increases: \$271,171

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



# University of Colorado Denver Faculty - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	3
0%	134
.01% - 2.0%	26
2.01% - 4.0%	506
4.01% - 6.0%	123
6.01% - 8.0%	2
Over 8.0%	3
<b>Total</b>	<b>797</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	3
\$0	134
\$1 to \$2,000	196
\$2,001 to \$4,000	362
\$4,001 to \$6,000	82
\$6,001 to \$8,000	12
Over \$8,000	8
<b>Total</b>	<b>797</b>

Total dollar amount spent on Faculty merit increases: \$ 1,853,192



# University of Colorado Denver

## Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	161
.01% - 2.0%	49
2.01% - 4.0%	443
4.01% - 6.0%	90
6.01% - 8.0%	5
Over 8.0%	8
<b>Total</b>	<b>756</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	161
\$1 to \$2,000	279
\$2,001 to \$4,000	260
\$4,001 to \$6,000	33
\$6,001 to \$8,000	13
Over \$8,000	10
<b>Total</b>	<b>756</b>

Total dollar amount spent on Exempt merit increases: \$ 1,511,772





# University of Colorado Denver

## Classified - Total Pay, FY 2018-19

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

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	165
\$2,001 to \$4,000	23
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>188</b>

Total dollar amount spent on Classified increases: \$286,707

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 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	2
0%	18
.01% - 2.0%	2
2.01% - 4.0%	118
4.01% - 6.0%	20
6.01% - 8.0%	0
Over 8.0%	0
<b>Total</b>	<b>160</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Faculty
Less than \$0	2
\$0	18
\$1 to \$2,000	37
\$2,001 to \$4,000	75
\$4,001 to \$6,000	23
\$6,001 to \$8,000	5
Over \$8,000	0
<b>Total</b>	<b>160</b>

Total dollar amount spent on Faculty merit increases: \$397,807



# University of Colorado Anschutz Medical Campus Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	473
.01% - 2.0%	226
2.01% - 4.0%	1,177
4.01% - 6.0%	134
6.01% - 8.0%	28
Over 8.0%	47
<b>Total</b>	<b>2,085</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	473
\$1 to \$2,000	940
\$2,001 to \$4,000	518
\$4,001 to \$6,000	82
\$6,001 to \$8,000	35
Over \$8,000	37
<b>Total</b>	<b>2,085</b>

Total dollar amount spent on Exempt merit increases: \$3,776,342



# University of Colorado Anschutz Medical Campus Classified - Total Pay , FY 2018-19

Merit Pay, Percentage Increase		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	0	373
.01% - 2.0%	0	0
2.01% - 4.0%	373	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>373</b>	<b>373</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	335
\$2,001 to \$4,000	38
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>373</b>

Total dollar amount spent on Classified increases: \$522,902

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



# University of Colorado Denver | Anschutz Admin.\*

## Exempt - Merit Pay , FY 2018-19

Merit Pay, Percentage Increase	
% Adjustment	Ongoing Base Building
Less than 0%	0
0%	227
.01% - 2.0%	86
2.01% - 4.0%	571
4.01% - 6.0%	134
6.01% - 8.0%	6
Over 8.0%	18
<b>Total</b>	<b>1,042</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	227
\$1 to \$2,000	391
\$2,001 to \$4,000	327
\$4,001 to \$6,000	49
\$6,001 to \$8,000	26
Over \$8,000	22
<b>Total</b>	<b>1,042</b>

Total dollar amount spent on Exempt merit increases: \$2,190,716

*\*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 2018-19

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%	312	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
<b>Total</b>	<b>312</b>	<b>0</b>

Merit Pay, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	264
\$2,001 to \$4,000	48
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
<b>Total</b>	<b>312</b>

Total dollar amount spent on Classified increases: \$493,275

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 Exempt, FY 2018-19

Merit Pool, Percentage Increase	
% Adjustment	Number of Exempt
Less than 0%	0
0%	90
.01% - 2.0%	41
2.01% - 4.0%	237
4.01% - 6.0%	75
6.01% - 8.0%	1
Over 8.0%	2
<b>Total</b>	<b>446</b>

Merit Pool, Dollar Increase	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	90
\$1 to \$2,000	104
\$2,001 to \$4,000	168
\$4,001 to \$6,000	54
\$6,001 to \$8,000	17
Over \$8,000	13
<b>Total</b>	<b>446</b>

Total dollar amount spent on Exempt merit increases: \$1,198,712



# University of Colorado System Administration Classified - Merit Pay , FY 2018-19

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

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

Total dollar amount spent on Classified merit increases: \$8,796

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

