University of Colorado
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BOARD OF REGENTS

11. COMPENSATION AND BENEFITS

Policy 11.F: Restrictions on Certain Salary Adjustments

11.F.1 Overview and Purpose

This policy seeks to restrict "annual merit-based, base building" salary adjustments for the highest earning faculty and "across-the-board" increases for the highest earning staff in the university. The purpose of this policy is to create more opportunities for salary equity between the highest and lowest-earning employees, both faculty and staff, in the university system.

This policy shall prevail over any other provision of Regent Policy 11 to the contrary. However, this policy shall not interfere with the ability of the Anschutz Medical Campus to utilize alternative faculty compensation plans, and nothing in this policy shall be interpreted contrary to law.

11.F.2 Mechanism

Each year, each campus and system administration will separately rank the adjusted total salaries of all employees, excluding students, by percent, with 0% reflecting the lowest earner and 100% reflecting the highest earner within the campus or system administration. The following adjustments to actual salary apply: (1) for positions that are less than full-time, the salary shall be pro-rated to a 40 hour full-time work week; and (2) overtime pay, one-time bonuses, and other non-base building payments shall be excluded from the calculation.

Each employee will then receive a classification based on where their percentage rank falls within the lower, middle, and upper third of the percentage ranking within the campus or system administration. The following chart reflects a sample of this distribution:

Percentage Rank	Employee Classification
0-33.33%	A
33.34%-66.67%	B
66.68%-100%	C

In this chart, the highest earners on a campus or at system administration are Classification C, while the lowest earners are Classification A.

The policy would apply restrictions to "annual merit-based, base building" adjustment under Regent Policy 11.B.2(A)(1) and "across-the-board" increases under Regent Policy 11.C.2.

Classification A:

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If a campus or system administration implements an "annual merit-based, base building" adjustment under Regent Policy 11.B.2(A)(1) or "across-the-board" increases under Regent Policy 11.C.2, each employee in this classification should receive at least a compensation adjustment percentage equal to the merit pool percent approved by the Board of Regents for that campus or system administration (e.g., if the Board of Regents approves a merit pool of 2.5% for a campus, all Class A employees on that campus should receive at least a 2.5% merit-based adjustment). If the campus or system administration intends to deviate from this adjustment for any Class A employee, it shall specify the cause for any such deviation, and the unit must receive specific approval from the chancellor for campus employees or the president for system administration employees.

Classification B:

There are no restrictions unique to this category.

Classification C:

Employees in this category, who are the highest earners, cannot earn "annual merit-based, base building" adjustments under Regent Policy 11.B.2(A)(1) or "across-the-board" increases under Regent Policy 11.C.2 that exceed the dollar amount of the merit pool percent approved by the Board of Regents multiplied by the highest salary in Class B for their campus or system administration (e.g., if the highest paid Class B employee on a campus has a salary of $100,000 and the Board of Regents approves a merit pool of 2.5% for that campus, Class C employees on that campus would be limited to an "annual merit-based, base building" or "across-the-board" increase of $2,500).

11.F.3 Reporting

Each campus and system administration must provide the Board of Regents with an annual report detailing and justifying any deviation from this policy.

History:

- Adopted:

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