University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

TO: Regent Governance Committee

FROM: Regent Mark VanDriel

DATE: August 28, 2025

RE: Proposed New Regent Policy 11.F: Restrictions on Certain Salary Adjustments

Background

This proposal seeks to add a new section to regent policy to restrict certain types of annual salary adjustments for the university's highest earners. The purpose of this policy is to create more opportunities for salary equity between the highest and lowest earning university employees, both faculty and staff.

Recommendations

This policy amendment would separately rank employees on each campus and at system administration from lowest to highest paid. Class A is the lowest paid third on a campus or at system administration; Class B is the middle third; and Class C is the highest paid third.

If a campus or system administration implements an "annual merit-based, base-building" salary adjustment or an "across-the-board" increase, all Class A employees must receive at least the applicable merit pool percentage approved by the Board of Regents unless the employee's unit identifies cause for the deviation and gets approval from the chancellor or president.

There are no restrictions for Class B employees.

Class C employees cannot get an "annual merit-based, base-building" salary adjustment or an "across-the-board" increase that exceeds, in dollars, the merit pool percent approved by the Board of Regents multiplied by the highest salary in Class B employee.

Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes? No

   1. If no, please explain. Staff does not anticipate an impact on the compensation pool, but there may be an impact on individuals within the compensation pool.

   2. If yes, please share with the Office of the Vice President for Budget & Finance for review.

      a. Date fiscal review completed: N/A
      b. Person completing fiscal review: N/A
      c. Would these changes create a fiscal or resource impact?

         [X] NO
         [ ] YES

   If yes, what resources will be required to implement and sustain these policy changes? N/A