



Compensation Report

September 2013*

Corrected September 23, 2013



University of Colorado

Compensation Overview, FY 2013-14

- Merit pool of 3.1% for faculty and exempt staff
- Compensation pool of 3.6% for classified staff required by state
 - 2.0% cost of living increase
 - 1.6% merit pool and range changes
- Classified range changes were also required by the state
 - \$583,167 – Boulder
 - \$467,649 – Denver
 - \$216,194 – Springs
 - \$9,028 – System Administration



University of Colorado System Faculty & Exempt, FY 2013-14

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	4	0
0%	237	752
.01% - 2.0%	200	161
2.01% - 4.0%	1,805	2,277
4.01% - 6.0%	398	324
6.01% - 8.0%	39	54
Over 8.0%	18	43
Total	2,701	3,611

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	4	0
\$0	237	752
\$1 to \$2,000	920	1,612
\$2,001 to \$4,000	1,150	973
\$4,001 to \$6,000	322	164
\$6,001 to \$8,000	50	60
Over \$8,000	18	50
Total	2,701	3,611

Total dollar amount spent on merit increases

- Faculty: \$6,513,596
- Exempt: \$6,640,525



University of Colorado System Classified, FY 2013

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	83
2.01% - 4.0%	1,105
4.01% - 6.0%	1,448
6.01% - 8.0%	142
Over 8.0%	411
Total	3,189

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	2,010
\$2,001 to \$4,000	1,003
\$4,001 to \$6,000	148
\$6,001 to \$8,000	28
Over \$8,000	0
Total	3,189

Total dollar amount spent on classified mandated increases: \$6,267,162



University of Colorado System Classified - Merit Pay

- All classified employees received a 2% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increases		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	821
0%	466	1,888
.01% - 2.0%	1,045	223
2.01% - 4.0%	1,228	248
4.01% - 6.0%	276	0
6.01% - 8.0%	47	4
Over 8.0%	127	5
Total	3,189	3,189

Merit Pay, Dollar Increases	
% Adjustment	Number of Classified
Less than \$0	0
\$0	165
\$1 to \$2,000	2,976
\$2,001 to \$4,000	48
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	3,189

Total dollar amount spent on classified merit increases: \$2,381,986



University of Colorado System Classified - Range Movements

Range Movements, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	2,447
.01% - 2.0%	145
2.01% - 4.0%	149
4.01% - 6.0%	181
6.01% - 8.0%	78
Over 8.0%	172
Total	3,172

Range Movements, Dollar Increases		
% Adjustment	Number of Classified	Total Dollar Amount Spent
Less than \$0	734	\$0
\$0	1,834	\$0
\$1 to \$2,000	413	\$402,770
\$2,001 to \$4,000	162	\$607,954
\$4,001 to \$6,000	26	\$246,158
\$6,001 to \$8,000	3	\$ 19,156
Over \$8,000	0	\$ 0
Total	3,172	\$1,276,038



University of Colorado Boulder Faculty & Exempt, FY 2013-14

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	96	170
.01% - 2.0%	167	51
2.01% - 4.0%	974	976
4.01% - 6.0%	193	96
6.01% - 8.0%	27	6
Over 8.0%	16	8
Total	1,473	1,307

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	96	170
\$1 to \$2,000	473	673
\$2,001 to \$4,000	650	368
\$4,001 to \$6,000	194	56
\$6,001 to \$8,000	45	28
Over \$8,000	15	12
Total	1,473	1,307

Total dollar amount spent on merit increases

- Faculty: \$3,904,505
- Exempt: \$2,505,513



University of Colorado Boulder

Classified, FY 2013-14

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	30
2.01% - 4.0%	657
4.01% - 6.0%	1020
6.01% - 8.0%	82
Over 8.0%	213
Total	2,002

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	1,330
\$2,001 to \$4,000	607
\$4,001 to \$6,000	59
\$6,001 to \$8,000	6
Over \$8,000	0
Total	2,002

Total dollar amount spent on classified mandated increases: \$3,684,618



University of Colorado Boulder

Classified - Merit Pay

- All classified employees received a 2% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increases		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	433	1,622
.01% - 2.0%	744	143
2.01% - 4.0%	825	237
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	2,002	2,002

Merit Pay, Dollar Increases	
% Adjustment	Number of Classified
Less than \$0	0
\$0	59
\$1 to \$2,000	1902
\$2,001 to \$4,000	41
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	2,002

Total dollar amount spent on classified merit increases: \$1,522,617



University of Colorado Boulder Classified - Range Movements

Range Movements, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	1,605
.01% - 2.0%	83
2.01% - 4.0%	98
4.01% - 6.0%	103
6.01% - 8.0%	36
Over 8.0%	77
Total	2,002

Range Movements, Dollar Increases		
% Adjustment	Number of Classified	Total Dollar Amount Spent
Less than \$0	0	\$0
\$0	1,605	\$0
\$1 to \$2,000	285	\$233,139
\$2,001 to \$4,000	92	\$254,829
\$4,001 to \$6,000	18	\$82,258
\$6,001 to \$8,000	2	\$12,941
Over \$8,000	0	\$0
Total	2,002	\$583,167



University of Colorado Colorado Springs Faculty & Exempt, FY 2013-14

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	34	66
.01% - 2.0%	7	8
2.01% - 4.0%	383	275
4.01% - 6.0%	17	27
6.01% - 8.0%	0	2
Over 8.0%	0	0
Total	441	378

Merit Pool, Percentage Increases		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	34	66
\$1 to \$2,000	234	215
\$2,001 to \$4,000	155	78
\$4,001 to \$6,000	18	15
\$6,001 to \$8,000	0	2
Over \$8,000	0	2
Total	441	378

Total dollar amount spent on merit increases

- Faculty: \$780,761
- Exempt: \$592,535



University of Colorado Colorado Springs Classified, FY 2013-14

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	3
2.01% - 4.0%	62
4.01% - 6.0%	62
6.01% - 8.0%	13
Over 8.0%	67
Total	207

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	106
\$2,001 to \$4,000	68
\$4,001 to \$6,000	28
\$6,001 to \$8,000	5
Over \$8,000	0
Total	207

Total dollar amount spent on classified mandated increases: \$507,563



University of Colorado Colorado Springs

Classified - Merit Pay

- All classified employees received a 2% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increases		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	18	198
.01% - 2.0%	114	0
2.01% - 4.0%	75	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	4
Over 8.0%	0	5
Total	207	207

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	29
\$1 to \$2,000	177
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	207

Total dollar amount spent on classified merit increases: \$126,613



University of Colorado Colorado Springs Classified - Range Movements

Range Movements, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	108
.01% - 2.0%	14
2.01% - 4.0%	15
4.01% - 6.0%	18
6.01% - 8.0%	9
Over 8.0%	43
Total	207

Range Movements, Dollar Increases		
Dollar Adjustments	Number of Classified	Total Dollar Amount Spent
Less than \$0	0	\$0
\$0	108	\$0
\$1 to \$2,000	48	\$43,822
\$2,001 to \$4,000	43	\$130,145
\$4,001 to \$6,000	7	\$36,012
\$6,001 to \$8,000	1	\$6,215
Over \$8,000	0	\$0
Total	207	\$216,194



University of Colorado Denver and Anschutz Faculty & Exempt, FY 2013-14

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	4	0
0%	107	437
.01% - 2.0%	26	83
2.01% - 4.0%	448	861
4.01% - 6.0%	188	160
6.01% - 8.0%	12	28
Over 8.0%	2	26
Total	787	1,595

Merit Pool, Percentage Increases		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	4	0
\$0	107	437
\$1 to \$2,000	213	633
\$2,001 to \$4,000	345	421
\$4,001 to \$6,000	110	58
\$6,001 to \$8,000	5	22
Over \$8,000	3	24
Total	787	1,595

Does not include faculty on the BSI plan

Total dollar amount spent on merit increases

- Faculty: \$1,828,330
- Exempt: \$2,740,352



University of Colorado Denver and Anschutz Classified, FY 2013-14

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	49
2.01% - 4.0%	373
4.01% - 6.0%	363
6.01% - 8.0%	47
Over 8.0%	127
Total	959

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	564
\$2,001 to \$4,000	318
\$4,001 to \$6,000	60
\$6,001 to \$8,000	17
Over \$8,000	0
Total	959

Total dollar amount spent on classified mandated increases: \$2,025,401



University of Colorado Denver and Anschutz Classified - Merit Pay

- All classified employees received a 2% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increases		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	821
0%	10	51
.01% - 2.0%	172	78
2.01% - 4.0%	327	9
4.01% - 6.0%	276	0
6.01% - 8.0%	47	0
Over 8.0%	127	0
Total	959	959

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	76
\$1 to \$2,000	877
\$2,001 to \$4,000	6
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	959

Total dollar amount spent on classified merit increases: \$715,164



University of Colorado Denver and Anschutz Classified - Range Movements

Range Movements, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	734
.01% - 2.0%	48
2.01% - 4.0%	33
4.01% - 6.0%	59
6.01% - 8.0%	33
Over 8.0%	52
Total	959

Range Movements, Dollar Increases		
Dollar Adjustments	Number of Classified	Total Dollar Amount Spent
Less than \$0	0	0
\$0	734	0
\$1 to \$2,000	121	\$125,809
\$2,001 to \$4,000	80	\$217,274
\$4,001 to \$6,000	24	\$124,566
\$6,001 to \$8,000	0	0
Over \$8,000	0	0
Total	959	\$467,649



University of Colorado System Administration Exempt, FY 2013-14

Merit Pool, Percentage Increases	
% Adjustment	Number of Exempt
Less than 0%	0
0%	79
.01% - 2.0%	19
2.01% - 4.0%	165
4.01% - 6.0%	41
6.01% - 8.0%	18
Over 8.0%	9
Total	331

Merit Pool, Percentage Increases	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	79
\$1 to \$2,000	91
\$2,001 to \$4,000	106
\$4,001 to \$6,000	35
\$6,001 to \$8,000	8
Over \$8,000	12
Total	331

Total dollar amount spent on exempt merit increases: \$802,125



University of Colorado System Administration Classified, FY 2013-14

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	1
2.01% - 4.0%	13
4.01% - 6.0%	3
6.01% - 8.0%	0
Over 8.0%	4
Total	21

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	10
\$2,001 to \$4,000	10
\$4,001 to \$6,000	1
\$6,001 to \$8,000	0
Over \$8,000	0
Total	21

Total dollar amount spent on classified mandated increases: \$49,580



University of Colorado System Administration

Classified - Merit Pay

- All classified employees received a 2% cost of living adjustment in addition to the increases outlined in the tables below.

Merit Pay, Percentage Increases		
% Adjustment	Ongoing Base Building	One-Time
Less than 0%	0	0
0%	5	17
.01% - 2.0%	15	2
2.01% - 4.0%	1	2
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	21	21

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	1
\$1 to \$2,000	20
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	21

Total dollar amount spent on classified merit increases: \$17,592



University of Colorado System Administration Classified - Range Movements

Range Movements, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	3
4.01% - 6.0%	1
6.01% - 8.0%	0
Over 8.0%	0
Total	4

Range Movements, Dollar Increases		
Dollar Adjustments	Number of Classified	Total Dollar Amount Spent
Less than \$0	0	\$0
\$0	0	\$0
\$1 to \$2,000	0	\$0
\$2,001 to \$4,000	3	\$5,706
\$4,001 to \$6,000	1	\$3,322
\$6,001 to \$8,000	0	\$0
Over \$8,000	0	\$0
Total	4	\$9,028



University of Colorado System Administration Executive Staff Salaries

Executive Staff Position	Name	FY 2013-14 Base \$ Increase	FY 2013-14 Base % Increase	FY 2013-14 Base	Expense Allowance	Peer Median Salary*
President	Bruce Benson	\$0	0.0%	\$359,100	\$49,500	\$515,000
Chancellor, CU-Boulder	Philip P. DiStefano	\$17,505	4.5%	\$406,505	\$10,000	\$493,272
Chancellor, UCCS	Pamela Shockley-Zalabak	\$12,315	4.5%	\$285,974	\$35,000	\$324,450
Chancellor, CU Denver	Donald M. Elliman	\$21,700	6.2%	\$371,700	\$35,000	\$400,000
V.P. for Health Affairs and Exec. V.C., Anschutz	Lilly Marks	\$0	0.0%	\$527,750	\$0	\$632,218

* Source: College and University Professional Association for Human Resources

University of Colorado System Administration Vice President Salaries

Executive Staff Position	Name	FY 2013-14 Base \$ Increase	FY 2013-14 Base % Increase	FY 2013-14 Base	Expense Allowance
Senior V.P. and Chief of Staff	Leonard Dinegar	\$15,656	6.5%	\$256,512	\$10,000
V.P. and Chief Financial Officer	Todd Saliman	\$8,835	3.1%	\$293,835	\$10,000
V.P. University Counsel, Sec. of Board of Regents	Patrick O'Rourke	\$25,875	11.5%	\$250,875	\$10,000
V.P. Government Relations	Tanya Kelly-Bowry	\$5,411	3.1%	\$179,974	\$0
V.P. for Communication	Ken McConnellogue	\$5,830	3.1%	\$193,904	\$10,000
V.P. Employee and Information Services	E. Jill Pollock	\$14,642	6.1%	\$254,672	\$10,000
V.P. and Academic Affairs Officer	Kathleen Bollard	\$17,296	9.3%	\$203,273	\$10,000
V.P. for Advancement	Kelly Cronin	n/a	n/a	\$363,000	\$10,000

