



Compensation Report FY 2014-15

Board of Regents Meeting September 11, 2014



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Office of the Vice President for Budget & Finance

University of Colorado

Compensation Overview, FY 2014-15

- Merit pool of 3.0% for faculty and exempt staff
 - Per board resolution, system and campus individual cabinet members' salary increases for merit, market and equity adjustments combined shall not exceed 3.0 percent unless the board is notified prior to implementation.
- Compensation pool of 3.5% for classified staff required by state
 - 2.5% cost of living increase
 - 1.0% merit pool-Actual amounts vary based on employee performance score and salary quartile.



University of Colorado System Wide Faculty & Exempt, FY 2014-15

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	6	1
0%	245	835
.01% - 2.0%	272	229
2.01% - 4.0%	1,880	2,707
4.01% - 6.0%	306	397
6.01% - 8.0%	54	37
Over 8.0%	52	33
Total	2,815	4,239

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	6	1
\$0	245	835
\$1 to \$2,000	948	1,931
\$2,001 to \$4,000	1,229	1,157
\$4,001 to \$6,000	260	218
\$6,001 to \$8,000	75	49
Over \$8,000	52	48
Total	2,815	4,239

Total dollar amount spent on merit increases

- Faculty: \$6,787,334
- Exempt: \$7,861,478



University of Colorado System Wide Classified, FY 2014-15

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	1,764
4.01% - 6.0%	1,270
6.01% - 8.0%	0
Over 8.0%	0
Total	3,034

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	2,242
\$2,001 to \$4,000	769
\$4,001 to \$6,000	23
\$6,001 to \$8,000	0
Over \$8,000	0
Total	3,034

Total dollar amount spent on classified mandated increases: \$4,792,717



University of Colorado System Wide Classified - Merit Pay

- All classified employees received a 2.5% 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%	417	2,713
.01% - 2.0%	2,035	316
2.01% - 4.0%	582	5
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	3,034	3,034

Merit Pay, Dollar Increases	
% Adjustment	Number of Classified
Less than \$0	0
\$0	187
\$1 to \$2,000	2,846
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	3,034

Total dollar amount spent on classified merit increases: \$1,671,136



University of Colorado Boulder Faculty & Exempt, FY 2014-15

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	91	261
.01% - 2.0%	224	69
2.01% - 4.0%	951	1,108
4.01% - 6.0%	169	146
6.01% - 8.0%	44	8
Over 8.0%	45	4
Total	1,524	1,596

Merit Pool, Dollar Increase		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	91	261
\$1 to \$2,000	480	775
\$2,001 to \$4,000	672	452
\$4,001 to \$6,000	187	77
\$6,001 to \$8,000	50	17
Over \$8,000	44	14
Total	1,524	1,596

Total dollar amount spent on merit increases

- Faculty: \$4,316,340
- Exempt: \$2,924,719



University of Colorado Boulder

Classified, FY 2014-15

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	979
4.01% - 6.0%	940
6.01% - 8.0%	0
Over 8.0%	0
Total	1,919

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	1,378
\$2,001 to \$4,000	523
\$4,001 to \$6,000	18
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,919

Total dollar amount spent on classified mandated increases: \$3,089,939



University of Colorado Boulder

Classified - Merit Pay

- All classified employees received a 2.5% 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%	268	1,705
.01% - 2.0%	1,242	214
2.01% - 4.0%	409	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	1,919	1,919

Merit Pay, Dollar Increases	
% Adjustment	Number of Classified
Less than \$0	0
\$0	53
\$1 to \$2,000	1,866
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	1,919

Total dollar amount spent on classified merit increases: \$1,112,452



University of Colorado Colorado Springs Faculty & Exempt, FY 2014-15

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	0	0
0%	70	77
.01% - 2.0%	7	7
2.01% - 4.0%	408	338
4.01% - 6.0%	13	14
6.01% - 8.0%	0	1
Over 8.0%	0	0
Total	498	437

Merit Pool, Dollar Increases		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	0	0
\$0	70	77
\$1 to \$2,000	238	252
\$2,001 to \$4,000	177	87
\$4,001 to \$6,000	12	15
\$6,001 to \$8,000	1	5
Over \$8,000	0	1
Total	498	437

Total dollar amount spent on merit increases

- Faculty: \$847,032
- Exempt: \$654,403



University of Colorado Colorado Springs Classified, FY 2014-15

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	218
4.01% - 6.0%	0
6.01% - 8.0%	0
Over 8.0%	0
Total	218

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	216
\$2,001 to \$4,000	2
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	218

Total dollar amount spent on classified mandated increases: \$211,716



University of Colorado Colorado Springs

Classified - Merit Pay

- All classified employees received a 2.5% 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%	26	206
.01% - 2.0%	192	12
2.01% - 4.0%	0	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	218	218

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	14
\$1 to \$2,000	204
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	218

Total dollar amount spent on classified merit increases: \$103,083



University of Colorado Denver and Anschutz Faculty & Exempt, FY 2014-15

Merit Pool, Percentage Increases		
% Adjustment	Number of Faculty	Number of Exempt
Less than 0%	6	1
0%	84	392
.01% - 2.0%	41	129
2.01% - 4.0%	521	1,033
4.01% - 6.0%	124	174
6.01% - 8.0%	10	14
Over 8.0%	7	25
Total	793	1,768

Merit Pool, Percentage Increases		
Dollar Adjustments	Number of Faculty	Number of Exempt
Less than \$0	6	1
\$0	84	392
\$1 to \$2,000	230	781
\$2,001 to \$4,000	380	473
\$4,001 to \$6,000	61	86
\$6,001 to \$8,000	24	15
Over \$8,000	8	20
Total	793	1,768

Does not include faculty on the BSI plan

Total dollar amount spent on merit increases

- Faculty: \$1,623,962
- Exempt: \$3,073,152



University of Colorado Denver and Anschutz Classified, FY 2014-15

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	551
4.01% - 6.0%	328
6.01% - 8.0%	0
Over 8.0%	0
Total	879

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	635
\$2,001 to \$4,000	239
\$4,001 to \$6,000	5
\$6,001 to \$8,000	0
Over \$8,000	0
Total	879

Total dollar amount spent on classified mandated increases: \$1,456,738



University of Colorado Denver and Anschutz Classified - Merit Pay

- All classified employees received a 2.5% 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%	118	788
.01% - 2.0%	588	86
2.01% - 4.0%	173	5
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	879	879

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	118
\$1 to \$2,000	760
\$2,001 to \$4,000	1
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	879

Total dollar amount spent on classified merit increases: \$447,966



University of Colorado System Administration Exempt, FY 2014-15

Merit Pool, Percentage Increases	
% Adjustment	Number of Exempt
Less than 0%	0
0%	105
.01% - 2.0%	24
2.01% - 4.0%	228
4.01% - 6.0%	63
6.01% - 8.0%	14
Over 8.0%	4
Total	438

Merit Pool, Dollar Increases	
Dollar Adjustments	Number of Exempt
Less than \$0	0
\$0	105
\$1 to \$2,000	123
\$2,001 to \$4,000	145
\$4,001 to \$6,000	40
\$6,001 to \$8,000	12
Over \$8,000	13
Total	438

Total dollar amount spent on exempt merit increases: \$1,209,204



University of Colorado System Administration Classified, FY 2014-15

Total Salary Mandate, Percentage Increases	
% Adjustment	Number of Classified
Less than 0%	0
0%	0
.01% - 2.0%	0
2.01% - 4.0%	16
4.01% - 6.0%	2
6.01% - 8.0%	0
Over 8.0%	0
Total	18

Total Salary Mandate, Dollar Increase	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	0
\$1 to \$2,000	13
\$2,001 to \$4,000	5
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	18

Total dollar amount spent on classified mandated increases: \$34,324



University of Colorado System Administration

Classified - Merit Pay

- All classified employees received a 2.5% 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	14
.01% - 2.0%	13	4
2.01% - 4.0%	0	0
4.01% - 6.0%	0	0
6.01% - 8.0%	0	0
Over 8.0%	0	0
Total	18	18

Merit Pay, Dollar Increases	
Dollar Adjustments	Number of Classified
Less than \$0	0
\$0	2
\$1 to \$2,000	14
\$2,001 to \$4,000	0
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
Over \$8,000	0
Total	18

Total dollar amount spent on classified merit increases: \$7,635



University of Colorado System Administration Executive Staff Salaries

Executive Staff Position	Name	FY 2014-15 Base \$ Increase	FY 2014-15 Base % Increase	FY 2014-15 Base	Expense Allowance
President	Bruce Benson	\$0	0%	\$359,100	\$49,500
Chancellor, CU-Boulder	Philip P. DiStefano	\$12,195	3%	\$418,700	\$10,000
Chancellor, UCCS	Pamela Shockley-Zalabak	\$8,579	3%	\$294,553	\$35,000
Chancellor, CU Denver	Donald M. Elliman	\$11,151	3%	\$382,851	\$35,000
V.P. for Health Affairs and Exec. V.C., Anschutz ¹	Lilly Marks	n/a	n/a	\$335,552	\$0
Senior V.P. and Chief of Staff	Leonard Dinegar	\$7,695	3%	\$264,207	\$10,000
V.P. and Chief Financial Officer	Todd Saliman	\$8,815	3%	\$302,650	\$10,000
V.P. University Counsel, Sec. of Board of Regents	Patrick O'Rourke	\$7,526	3%	\$258,401	\$10,000
V.P. Government Relations	Tanya Kelly-Bowry	\$5,399	3%	\$185,372	\$0
V.P. for Communication	Ken McConnellogue	\$5,817	3%	\$199,720	\$10,000
V.P. Employee and Information Services	E. Jill Pollock	\$7,640	3%	\$262,312	\$10,000
V.P. and Academic Affairs Officer ²	Kathleen Bollard	n/a	n/a	\$185,000	\$0
V.P. Advancement ³	Johnnie Ray	n/a	n/a	\$240,000	\$0

¹ Working retiree; salary based on 140 working days.

² Reflects position becoming half time on September 1, 2014. Salary rate for the two full time months of July and August consisted of the FY14 salary base plus a 3% merit increase.

³ Not eligible for base increase due to recent promotion.

