

FY 2021-22 Compensation

November 5, 2021

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ALL FOUR:**ONE**



University of Colorado

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Previously Approved Compensation Measures

- 3.0% increase for Classified Staff (effective July 1)
- CU Anschutz compression and retention initiative (effective July 1)
- 2.0% one-time payment for Faculty and University Staff (non-classified) (6 months, July 1 to Dec 31, 2021)
- Hourly Wage Market Adjustment by Campus
 - CU Boulder: \$12.32 to \$15.00*
 - CU Denver: \$14.77 to \$15.00* to \$15.87**
 - UCCS: \$12.32 to \$12.95**
 - CU Anschutz: \$14.82 to \$15.00*

*Effective July 1, 2021

**Effective January 1, 2022



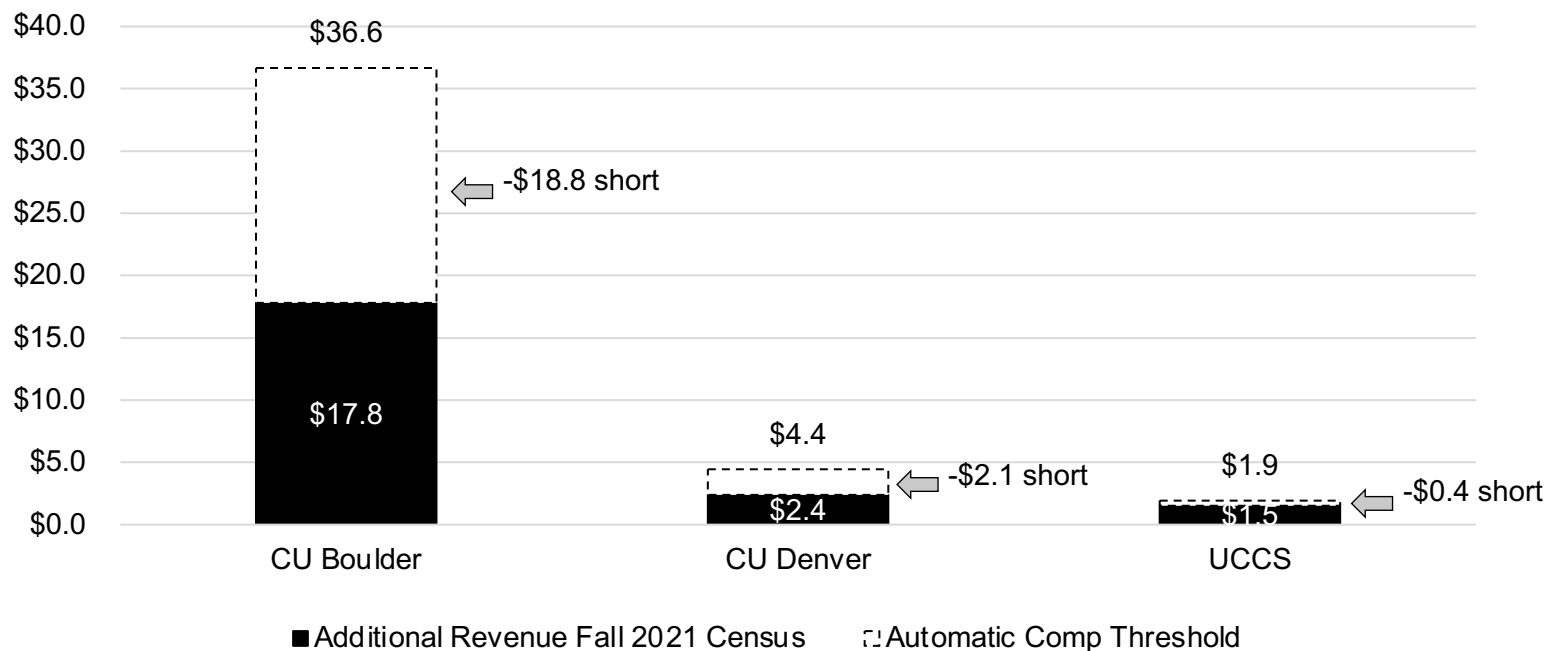
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Fall 2021 Enrollment and Compensation Thresholds

Campus	FY 2021-22 (June Estimate to Fall Census)				
	June Fall 2021 Enrollment Estimate	Fall 2021 Enrollment Census	Enrollment Change	Enrollment Percent Change	Revenue Change
CU Boulder	35,819	36,289	470	1.3%	\$17.8
CU Denver	14,775	14,884	109	0.7%	\$2.4
UCCS	11,423	11,385	(38)	-0.3%	\$1.5



Requested Action: Faculty and University Staff Compensation

CU Denver, UCCS, CU Boulder, System Administration

- Effective January 1, 2022
- 3% across-the-board base building increase*
- 1% one-time payment*

Campus	Denver	UCCS	Boulder	Total
3% base building	\$4.6	\$2.4	\$15.3	\$22.3
1% one-time payment	\$1.4	\$0.9	\$5.0	\$7.3
Annual Total	\$6.0	\$3.3	\$20.3	\$29.6

Costs reflect full-year E&G expense.

Additional one-time costs for non-E&G = \$4.3 million.

University staff does not include classified employees.

**Payments are for faculty and university staff (non-classified), except those with a performance rating of 2 or below.*



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