



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

### LAWS OF THE REGENTS

#### ARTICLE 11: COMPENSATION AND BENEFITS

##### Part A: Salaries

11.A.1 The university shall compensate faculty and staff in a manner that is competitive in the marketplace and that rewards meritorious performance within fiscal limits. University employees shall have an annual cycle in which merit, market, retention, equity and/or across-the-board increases may be provided. Other pay changes are considered off-cycle and may include promotions, demotions, additional responsibilities, retention, or equity.

The Board of Regents shall approve the annual base-building allocation plan within the annual budget approval process.

For fiscal reasons, a chancellor or the president for system administration may decide to delay the implementation of approved salary adjustments; and/or subject to board approval, may implement a mid-year salary-setting process for additional salary adjustments. Typically, such delays are planned during the annual salary-setting process and are included in the system and campus salary plans.

11.A.2 Salaries of all persons hired into officers of the university positions shall be subject to approval by the Board of Regents. Salaries of all persons hired into officers of the administration, faculty, and university staff positions shall be subject to approval of the president or their delegee according to regent policy 2.K.

11.A.3 In the case of faculty, appropriate consideration based on differential workload shall be given to teaching, scholarly/creative work, leadership and service, and where applicable, other activities specific to the unit (e.g., clinical activity, librarianship).

##### Part B: Insurance, Benefits and Leave

11.B.1 The university shall provide eligible employees and eligible dependents with competitive benefit packages, which include medical, dental, vision, pre-tax savings plans, life, disability, retirement, tuition assistance, and leave. Employee eligibility is based on job code and percentage of time in eligible appointments. There is no cash payment to an employee if the employee does not elect any insurance or benefit plans.

(A) All income protection programs, including sick leave, disability, worker's compensation, and unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the total award shall not exceed 100 percent of the employee's regular salary, except in those cases for which such a restriction is explicitly prohibited by law.

- (B) These coordinated benefits do not include medical protection programs and rehabilitation programs that are directly underwritten or purchased by the University of Colorado for the benefit of its employees.
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**History:**

- Adopted:
- Revised: August 22, 1991; April 25, 1996; March 19, 1998; August 3, 2000; January 18, 2001; December 19, 2002; May 27, 2003; April 17, 2015, the term “officer and exempt professional” was replaced with the term “university staff”; June 18, 2020, Part D: Other Personnel Matters moved to Article 8: Conduct of Members of the University Community; June 22, 2023.
- Last Reviewed: June 22, 2023.