



# UNIVERSITY OF NORTHERN COLORADO

## MEMO

TO: Campus Leaders  
CC: CSC, PASC, Faculty Senate  
FROM: Marshall Parks, Director Human Resources  
DATE: 4/19/17  
RE: FY18 Pay Distribution for Proposed Salary Increases

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Consistent with our Compensation Identity Plan, our Board of Trustees has invested in 5% faculty and exempt salary pools for FY13 and FY14 and 3% salary pools in FY15, FY16, and FY17. The FY18 proposed budget includes a 2% salary pool for faculty and exempt staff and an estimate of 2.5% for state classified base increases.

Eligibility to receive maintenance of effort (MOE) increases in all employee classifications is contingent upon receiving a successful evaluation. Salary distribution worksheets will be provided to the vice presidents so that they can identify employees who have received successful evaluations. Distribution will be based on the models described below.

### Pay Distribution Models for FY18

#### Faculty

Salary distribution between maintenance of effort (MOE) and parity is tied to our average salary relative to peers and based on market triggers. After a temporary parity holiday in FY17, the Faculty Senate recommended a return to the following model for FY18:

Faculty Model	2% Pool	
MOE -1.0%	61%	350,000
Parity	30%	175,000
Provost Discretion	9%	50,000
<b>Total before Promotions</b>	<b>100%</b>	<b>575,000</b>
Promotions Estimate		200,000
<b>Total Distribution</b>		<b>\$775,000</b>

#### Exempt

During the last fiscal year, we completed the exempt banding project, which helped us to establish pay bands for each of our exempt positions. This project identified employees who are being paid below the minimum of the pay band for their position. Last year, the exempt distribution model was designed to bring these employees up to the minimum over time with a cap of a 10% increase. This year the model will finish the process of bringing all exempt employees to the minimum of their band using the following model:

Exempt Model	2% Pool	
MOE – 1.25%	63%	410,000
Increase to Minimum	23%	150,000
President/Vice President Discretion	14%	90,000
<b>Total Distribution</b>	<b>100%</b>	<b>\$650,000</b>

**Classified**

The state legislature determines the distribution of base building classified salary increases in the Long Bill. We are monitoring the legislative process. The currently available information anticipates that the following model will apply:

Classified Model	2.5% Pool	
Performance Based Pay 2.5%	100%	\$490,000
Total Distribution	100%	\$490,000

Note: All pool amounts are estimates.

Please share this information with your staff, as appropriate.