



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

June 16, 2021

Todd Saliman
1634 Pine Street
Boulder, CO 80302

Re: Offer of Appointment to the Position of Interim President, Position 00610419, in the department of Office of the President.

Dear Todd:

I am pleased to offer you a university staff appointment to the position of Interim President in the department of Office of the President at the University of Colorado System Administration. This position will report to the Board of Regents.

This position is defined as an officer of the university. As an officer of the university, it is required that you complete the CU Record of Acknowledgement: Officer's Fiscal Code of Ethics within the first 30 days of employment.

The initial salary for this 100% appointment is \$750,000 per fiscal year and is effective July 1, 2021. In addition to the salary set forth above, you shall also be entitled to receive a supplemental salary adjustment of \$15,000.00 per year in lieu of any automobile allowance or reimbursement of any expense (including mileage and parking) for in-state automobile travel to be paid out monthly in the amount of \$1,250.00.

At which point there is no longer a need to perform these interim duties, you will return to your previous appointment of Senior Vice President of Government Relations and Chief Financial Officer, with conditions as outlined in your offer letter addendum dated July 24, 2020.

Based on a 100% appointment, you will continue to accrue 14.67 hours of vacation per month, or 22 days per year; and 10 hours of sick leave per month, or 15 days per year. Vacation and sick time taken must be submitted to your supervisor monthly. All days, with the exception of University holidays, must be worked or claimed as vacation or sick leave.

You will receive benefits normally provided to officer and university staff members, based on percent of time, under the standard University of Colorado benefits programs, including health and life insurance and retirement programs. Additional information on employee benefits is available at: <https://www.cu.edu/employee-services/benefits/>.

As a current employee at the University, you have already met the provisions of the Immigration Reform and Control Act (IRCA), which requires every employee to certify eligibility for employment. Your CU leave balances will transfer with you according to CU policy.

This offer is contingent upon the successful completion of a criminal and financial records background check.

The position to which you will be appointed is exempt from the overtime provisions of the Fair Labor Standards Act, and as such it is not eligible for overtime compensation.

(1) Your employment contract is subject to termination by either party to such contract at any time during its term and you shall be deemed to be an employee-at-will. No compensation, whether as a buy-out of the

remaining term of contract, as liquidated damages, or as any other form of remuneration, shall be owed or paid to you upon or after termination of such contract except for compensation that was earned prior to the date of termination.

(2) In accepting this position you agree to:

- Meet obligations imposed by federal and state law including the obligation to report.
- Comply with all laws, rules, regulations, policies, procedures and resolutions, adopted by the Board of Regents, the University of Colorado, and the campus or other unit in which your appointment is made, including but not limited to, standards applicable to conflicts of interest and conflicts of commitment as defined by University policies and report suspected or known noncompliance as required by Regent and University policies.
 - For a listing of university-related policies go to: www.cu.edu/policy/resources
- Uphold ethical standards appropriate to your position as a university staff member by reviewing and abiding by the University of Colorado Code Of Conduct (APS 2027- Code of Conduct).

(3) The terms of this appointment shall be construed and interpreted according to the laws of the State of Colorado. This appointment is subject to the laws and policies of the University of Colorado, as they may be amended from time to time. The terms and conditions of this appointment supersede any conflicting provisions that may be contained in employee handbooks, but may not supersede Regent laws or policies or the laws of the State of Colorado. To the extent that the laws and policies of the University conflict with state or federal laws, state or federal laws shall prevail.

(4) Once your appointment has been approved by the Board of Regents, the specific terms and conditions of your appointment, as described in this letter, may be changed only by a duly executed written addendum to this letter of offer. The University may, however, make changes to its employment policies which affect all employees or certain classes of employees and these shall become effective without the necessity of a written addendum to this letter of offer.

Please indicate your willingness to accept the terms of this offer by signing the offer by June 7, 2021.

Sincerely,

Glen Gallegos, Chair of the Board of Regents

Date

I accept this offer of the university staff position described above, with the understanding that this offer is conditional upon approval of my appointment by the Board of Regents of the University of Colorado.

Agreed to by: _____

Todd Saliman

Date