

CCC Steering Committee

April 2024



Scope of the Project

- Review of current job groups, job descriptions, job codes and career progression opportunities
- Conduct market salary/job review for updated salary range information
- Identify areas of compression, below market, impacts from EPEWA and market fluctuations
- Create strategy for addressing compensation concerns (compression, below market/new range, equity, etc.)

Goals and Outcomes

- Develop a compensation philosophy aligned with the university's vision and goals
- Conduct a market salary and job review to create updated salary ranges
- Identify areas of compression, equity issues, below market salaries, and market fluctuations & create a strategy for areas of concern
- Define a salary structure that is transparent and equitable.
- Create/update salary administration guidelines
- Create greater consistency across campus within career families and pay grades
- Ensure opportunities for career progression/advancement within the university

What is would stay the same

- Job responsibilities and tasks
- Job group, title, code (in most cases)
- An employee's supervisor
- An employee's base pay – no salaries will be reduced, nor will they be automatically increased. Compression will be addressed through a larger strategy and priorities set by leadership based on the market analysis by Mercer and funding availability.
- Performance/development goals
- Benefits (including health, dental, vision insurance, state group life, retirement, etc.). Benefits are managed through CU System. Recommendations that emerge from the CCC will be shared with the system office for consideration.
- Employee classification (university staff, classified staff, faculty, etc.)
- Jobs will not be eliminated, as a result of the CCC project

In Progress

- Draft CU Denver Compensation Philosophy
- Trainings are being developed
 - Four trainings (Compensation Fundamentals, Pay Administration Guidelines, Online Job Library, Career Progression)
- Online Job Library
 - Reviewed through OIT Security and Compliance
 - Instructional Career Group is being updated
- Finalizing Market Data in collaboration with Mercer