

# *CCC: Comprehensive Compensation Collaborative Update*

*August 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

# *Updates*

- Market Comp Information
- Online Job Library
- Trainings
  - Compensation Fundamentals
  - Pay Administration Guidelines
  - Career Progression

# Updates

## Market Comp Information

This is still in progress – but did get delayed a bit

- Software access issues – now resolved and nearing completion
- With change over of leadership
- Working along with leadership to provide this information to our campus community once we have the full market comp information

# *Updates*

Online Job Library – Demo! (Tarah – OIT)

# Updates

Trainings have been scheduled - Help us get the word out!

Compensation Fundamentals:

- **Supervisor/Manager Sessions**

Sept. 11, 9 – 10 a.m., Student Commons, Denver Conference Room, or Zoom

Sept. 24, 1:30 – 2:30 p.m., Lawrence Street Center, 1300D, or Zoom

- **Campus Community Sessions**

Sept. 19, 11 a.m. – Noon, Student Commons, Denver Conference Room, or Zoom

Oct. 2, 1 – 2 p.m., Lawrence Street Center, 1300D, or Zoom

[Register](#)



# Updates

Trainings have been scheduled - Help us get the word out!

Pay Administration Guidelines (locations and registration will be finalized this week):

- **Human Resources Community**

Sept. 10, 1:00 – 2:00 p.m.,

Sept. 30, 11:00– 12:00 p.m.,

- **Supervisor/Manager Sessions**

Oct. 9, 1:00 – 2:00 p.m.

Oct. 14, 11:00 – 12:00 p.m.

- **Campus Community Sessions**

Oct. 24, 1:00 – 2:00 p.m.

Oct. 30, 11:00 – 12:00 p.m.

# *Updates*

Trainings have been scheduled - Help us get the word out!

Career Progression (locations and registration will be finalized this week):

There will be two sessions offered for all campus community members offered the first two weeks of November.

## *What's next?*

- Leadership will work to identify strategy to address compensation concerns identified from the CCC to align with budget resources that may be available both in the short and long term.
- New projects will launch, such as specific position workgroups to identify areas that need to be address such as advisor recruiting, hiring and retention to reduce eliminate internal competition.