

CCC: Comprehensive Compensation Collaborative Update

May 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

Compensation Philosophy – Final Draft

CU Denver Compensation Philosophy

The University of Colorado Denver is committed to attracting, retaining, and rewarding a highly qualified and diverse workforce in service to our students and community. We support our mission, values and goals through the development, implementation, and administration of transparent compensation programs and practices for university employees by:

- Attracting and retaining high-quality employees at all levels of the institution,
- Providing a fair, equitable, and competitive compensation by staying current with higher education market trends,
- Encouraging excellence by recognizing individual contributions that support the university's mission and goals,
- Clarifying pathways for career progression in support of employee career development and growth,
- Supporting the University's commitment to the community to serve within its fiscal means as a public institution.

At University of Colorado Denver, our compensation philosophy is not just a framework but a commitment to the success and well-being of our employees. By valuing strategic talent recruitment, employee retention, transparent career pathways and employee engagement, we seek to build a workplace where every individual can thrive and contribute to our collective success.

Updates

Pay Administration Guidelines

Topics Covered:

- Compensation Philosophy
- Key Terminology
- Governance - Roles and Responsibilities
- Managing Salaries within the Grade
- Administrative Guidelines

Updates

Administrative Guidelines include:

- **Salary upon hire/placement**

- Starting Salaries – New Hires
- Promotions
- Demotions
- Lateral Movements
- Interim Appointments

- **Salary as a result of job changes**

- Permanent Changes to a Job
- Temporary Changes to Job Duties

- **Salary Adjustments**

- Compression Adjustments
- Market Adjustments
- Equity Adjustments
- Pay Plan/Merit Adjustments
- Retention Adjustments/Counter Offer
- Memorandum of Understanding (MOU)

- **Bonus/One-time Payments**

- Retention Bonus
- Hiring Bonus
- Memorandum of Understanding (MOU)

- **Budget Approval**

- Second Level Approval (2LA)
- Hiring Plan

Updates

- Trainings are being developed
 - Three trainings
 - Compensation Fundamentals,
 - Pay Administration Guidelines,
 - Career Progression
- Online Job Library (with video walk through)
 - Reviewed through OIT Security and Compliance
 - Instructional Career Group updates are being completed, final review
- Finalizing Market Data in collaboration with Mercer