Published on *University of Colorado* (https://www.cu.edu)

Know what to expect with 2026 salary uploads — be careful with future-dated job data rows [1]



November 20, 2025 by Employee Services [2]

Starting in early January, Employee Services will run a series of uploads with updated compensation rates for 2026. Because these uploads insert rows into job data, HCM users should not create job entries with effective dates that are later than the effective date of the new compensation rows.

When the uploads will happen

The uploads will run on the following dates:

- Tuesday, Jan. 6 – AMC
- Tuesday, Jan. 6 and Wednesday, Jan. 7 – UCB
- Wednesday, Jan. 7 – UCD
- Thursday, Jan. 8 (minimum wage changes for biweekly hourly employees) – all campuses
- Thursday, Jan. 8 – System

State and City of Denver Minimum Wage Changes

Colorado's hourly minimum wage will increase from $14.81 to $15.16 in 2026. The city of Denver's hourly minimum wage will increase from $18.81 to $19.29 in 2026.

How to handle job data entries with a future effective date

Because of the salary uploads, HCM users should not create job data entries requiring an effective date that is greater than the effective date of the upload row for employees who will be included in the uploads until after the uploads are completed. Please **hold any job data entries** with an effective date later than those designated for each payroll schedule until after the uploads are completed:

- **Biweekly hourly employees:** effective dates greater than Dec. 21, 2025
- **Monthly paid employees:** effective dates greater than Jan. 1, 2026
- **Contract faculty:** effective dates greater than Jan. 1, 2026 (UCB) or Jan. 12, 2026 (UCD)

salary upload [3], Job Data [4]

Send email when Published:
No

Source URL:https://www.cu.edu/blog/hcm-community/know-what-expect-2026-salary-uploads-be-careful-future-dated-job-data-rows

Links
[1] https://www.cu.edu/blog/hcm-community/know-what-expect-2026-salary-uploads-be-careful-future-dated-job-data-rows [2] https://www.cu.edu/blog/hcm-community/author/34887
[3] https://www.cu.edu/blog/hcm-community/tag/salary-upload [4] https://www.cu.edu/blog/hcm-community/tag/job-data