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Know what to expect with 2027 salary uploads — be careful with future-dated job data rows [1]

November 9, 2026 by ES & UIS Communications [2]

Starting in early January, Employee Services will run a series of uploads to update compensation rates for certain employees for 2027. 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 until after the uploads have been completed.

When the uploads will happen

The uploads are tentatively scheduled to run on the following dates:

- Thursday, Jan. 7 – AMC
- Thursday, Jan. 7 – UCB
- Thursday, Jan. 7 (minimum wage changes for biweekly hourly employees) – all campuses
- Thursday, Jan. 14 – System

State and City of Denver Minimum Wage Changes

Colorado's hourly minimum wage will increase from $15.16 to $15.71 in 2027. The city of Denver's hourly minimum wage will increase from $19.29 to $19.84 in 2027.

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.

- **Biweekly hourly employees:** effective dates greater than Dec. 21, 2026
- **Monthly paid employees:** effective dates greater than Jan. 1, 2027
- **Contract faculty:** effective dates greater than Jan. 1, 2027 (UCB)

salary upload [3], Job Data [4]
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[3] https://www.cu.edu/blog/hcm-community/tag/salary-upload

[4] https://www.cu.edu/blog/hcm-community/tag/job-data