PAY PROGRESSION
As positions grow, pay is assessed along the way even if the role is not yet ready for a full career level advancement. In-range increases are used to achieve this and ensure employees are compensated for role growth and are staged for career growth over time.

In-range increases typically occur when:

- Changes to job duties occur that don’t warrant a reclassification or promotion.
- There is a permanent addition of a limited number of responsibilities.
- The amount of the salary increase requested does not exceed the salary range for the position.
- The amount of the increase does not result in equity issues with other substantially similar positions.

For more details and how to initiate a review, existing employees and managers can visit the System HR Compensation SharePoint site [2].

Groups audience:
Employee Services

Right Sidebar:
ES:HR - Campus HR Contact Information

Source URL: https://www.cu.edu/employee-services/collaborative-hr/pay-progression

Links
[1] https://www.cu.edu/employee-services/collaborative-hr/pay-progression
[2] https://cu0.sharepoint.com/sites/CUSystemCompensation?OR=Teams-HL&CT=1660838375740&clickparams=eyJhcG lintZGhyZWYiOjE7InVpZCI6MTI4MCwiZXhwIjoxNjYwODIwNTQ4fQ%3D%3D