

## **Pay Progression** <sup>[1]</sup>



**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 - Contact

ES:HR - Campus HR Contact Information

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**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=eyJBcHBOYW1lIjoiVGZhbmMtRGVza3RvcCIkFwcFZlcnNpb24iO](https://cu0.sharepoint.com/sites/CUSystemCompensation?OR=Teams-HL&CT=1660838375740&clickparams=eyJBcHBOYW1lIjoiVGZhbmMtRGVza3RvcCIkFwcFZlcnNpb24iO)