In range increases may occur when someone increases their job qualifications or responsibilities, but the update does not warrant a reclassification or promotion.

In-range increases are atypical but may be approved by Human Resources in limited circumstances. In-range salary increases result in a base building compensation change.

For a department to move forward with an in-range increase, the following must be true:

- 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.

**Groups audience:**
Employee Services

**Source URL:** https://www.cu.edu/employee-services/collaborative-hr/range-increases

**Links**
[1] https://www.cu.edu/employee-services/collaborative-hr/range-increases