



# University of Colorado Denver

## Quick Reference Guide for In-Range Movements And Discretionary Pay Differentials\*

	In-Range Movements (Base Building)				Discretionary Pay Differentials (Non-Base Building)			
	Compression	Counteroffer	Delayed Promotional	New Hires	Counteroffer	Signing Bonus	Referral	Temporary
Eligibility	Current Employee			New Employee	Current Employee	New Employee	Current Employee	
Purpose	Salary leveling for longer-term or more experienced employees.	For a verifiable job offer.	Used when expectations are unproven and/or funds are not available at time of promotion.	Used when expectations are unproven and/or funds are not available at time of hire.	For a verifiable job offer.	Used to attract new employees for: 1. critical occupations; 2. applicant possesses unique skill.	Reward for the referral and subsequent hire of a new employee for a position requiring unique, specialized skills.	For employee in same position who: 1. takes on an acting assignment; 2. long term project; 3. retain unique, specialized skills.
Amount	Up to pay grade maximum.	General parameter is 10% above base.	General parameter is 10% above base.	General parameter is 10% above base.	General parameter is 10% above base.	General parameter is 10% above base.	General parameter is 10% above base.	General parameter is 10% above base.
	Movements are NOT retroactive and are limited to one movement in a 12-month period.					Must be included on announcement.		
Payout	Included as part of base pay.	Included as part of base pay.	Included as part of base pay. Any change in position or status will negate the increase	Included as part of base pay. Any change in position or status will negate the increase	One-time payment up to four increments in the year.	Paid in 2-3 increments.	Recommend two payments; one at hire the second after a defined period of time.	Can be up to 12 months; long term project for 24 months.
PERA	Included as salary under PERA.	Included as salary under PERA.	Included as salary under PERA.	Included as salary under PERA.	Included as salary under PERA.	NOT included as salary under PERA.	NOT included as salary under PERA.	Included as salary under PERA.
FLSA	Included for overtime calculations.				Included for overtime calculation.	NOT included for overtime calculation.		Included for overtime calculation.
Budget	Within existing dollars.				Within existing dollars.			
Agreement	Must have an individual written agreement with amount, terms and conditions approved by HR.				Must have an individual written agreement with amount, terms and conditions approved by HR. No differential is guaranteed and may be discontinued at any time.			
Dispute	No grievance or appeal except for discrimination or discontinuance.				No Grievance or appeal except for discrimination.			

\* This chart is a reference tool only. Other provisions may apply, so review the University of Colorado Denver Compensation policy for exact details.