

**UNIVERSITY OF COLORADO - DENVER & ANSCHUTZ MEDICAL CAMPUS
CLASSIFIED STAFF
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	Competency Based Pay	New Hires	Signing Bonus	Counteroffer	Temporary
Eligibility	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 the complete set or a subset of competencies required to successfully perform the work in a specific position.	Used when expectations are unproven and/or funds are not available at time of hire.	Used to attract new employee for: 1. cirical occupations; 2. applicant posses unique skill.	For verifiable job offer.	For employee in same position who: 1. take on an acting assignment; 2. long term project; 3. retain unique, specilaized skill.
Amount	Up to pay grade maximum. Movements are NOT retroactive and are limited to one movement in a 12-month period.	Up to pay grade maximum. Movements are NOT retroactive and are limited to one movement in a 12-month period.	Up to pay grade maximum. Movements are NOT retroactive and are limited to one movement in a 12-month period.	Up to 10% , subject to grade maximum. Movements are NOT retroactive and are limited to no more than two movements in a 12-month period.	Up to pay grade maximum. Movements are NOT retroactive and are limited to one movement in a 12-month period.	General parameter is 10% above base. Must be included on announcement.	General parameter is 10% above base.	General parameter is 10% above base.
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.	Included as part of base pay. Any change in position or status will negate the increase.	Paid in 2 - 3 increments.	One-time payment up to four increments in the year.	Can be up to 12 months; long term project for up to 24 months.
PERA	Included as salary under PERA.					NOT included as salary under PERA.	Included as salary under PERA.	Included as salary under PERA.
FLSA	Included for overtime calculations.					NOT included for overtime calculation.	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		
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 please contact the central HR department for exact details