



# Agenda

- Compensation & Talent Acquisition Updates
- Sick Leave & HCM Update
- COVID-19 Updates
- Reminders and Updates



# Human Resources ANALYSIS OF WORK

Kym Calvo

Assistant Vice Chancellor,

Compensation and Talent Acquisition

**Bo Boulder**



# Reminder: CU Unimpacted by Colorado † 52 <@Orders

## *Colorado Overtime & Minimum Pay Standards Order*

Replaced

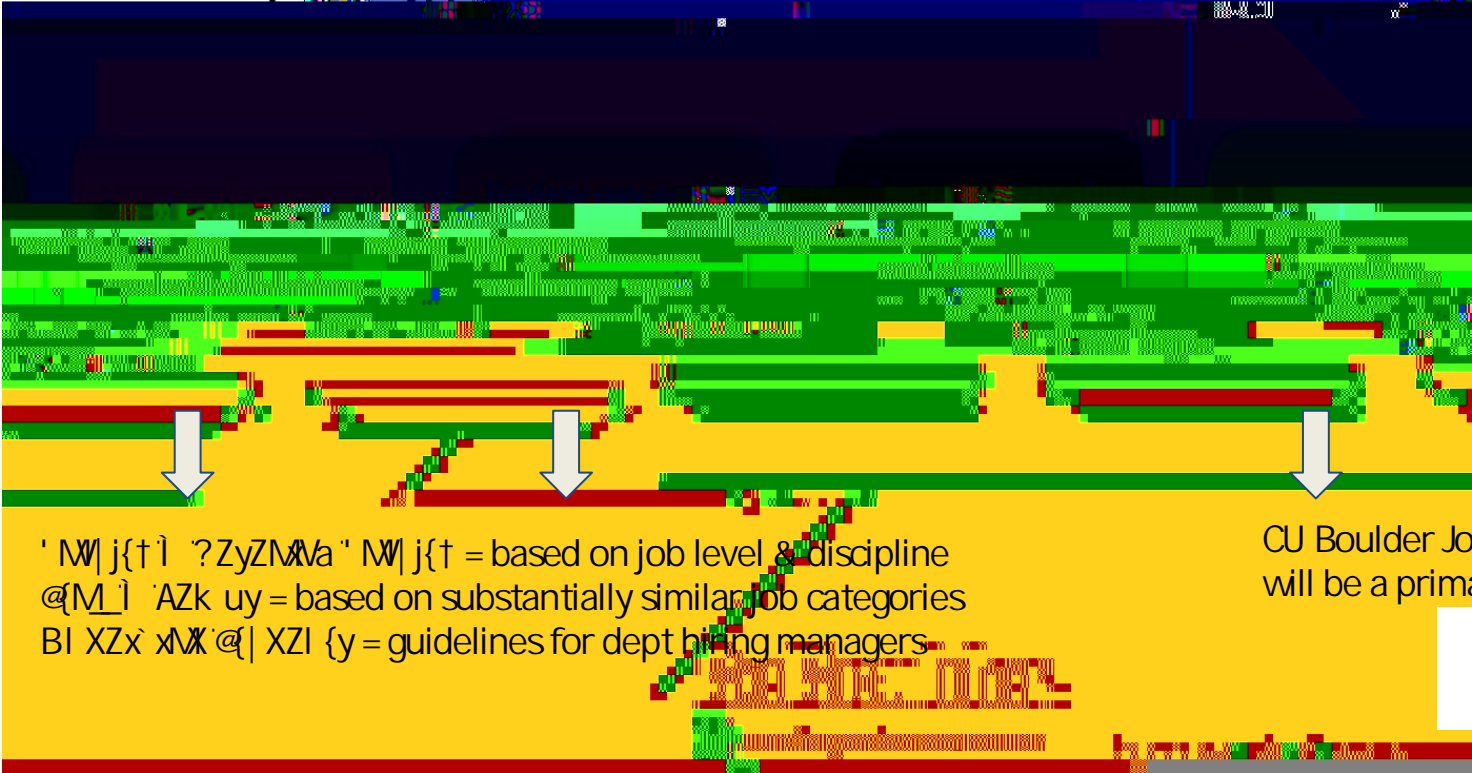
Applies to employees in certain private sector industries  
in Colorado, bch'di V`]WYa d`cmYfg

Requires breaks/meal periods, additional overtime  
standards, higher overtime exemption level, etc.

Do not post labor law posters for these COMPS orders

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# Colorado Equal Pay Act – Phase 1



' M| j{t' ?ZyZMva " M| j{t = based on job level & discipline  
@M\_l 'AZk uy = based on substantially similar job categories  
BI XZx xM @| XZI {y = guidelines for dept hiring managers

CU Boulder Jobs (Avature)  
will be a primary source

# Colorado Equal Pay Act – Phase 2

July 2021      January - 0

Implement+      Expand

MyZ provides the infrastructure and systems needed to ensure pay equity

MyZ

# EPA < aMjZ 'Ü (all employee types)

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Reviewing job groups with  
dept leaders

Checking in with  
stakeholder groups

Reviewing statistical  
analyses of salaries

Meeting with executive  
leadership for next steps

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Ensuring Mj jobs posted  
with hiring pay range

Enhancing Avature to post  
temp staff jobs

Developing system for  
announcing open

promotions

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# EPA < aMjZ 'Y (staff framework)

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Finish staff comp code  
framework for ongoing  
internal alignment  
Finalize standard minimum  
qualification levels  
Provide annual fiscal year  
pay ranges by comp code  
Publish tools & resources  
including how ranges work

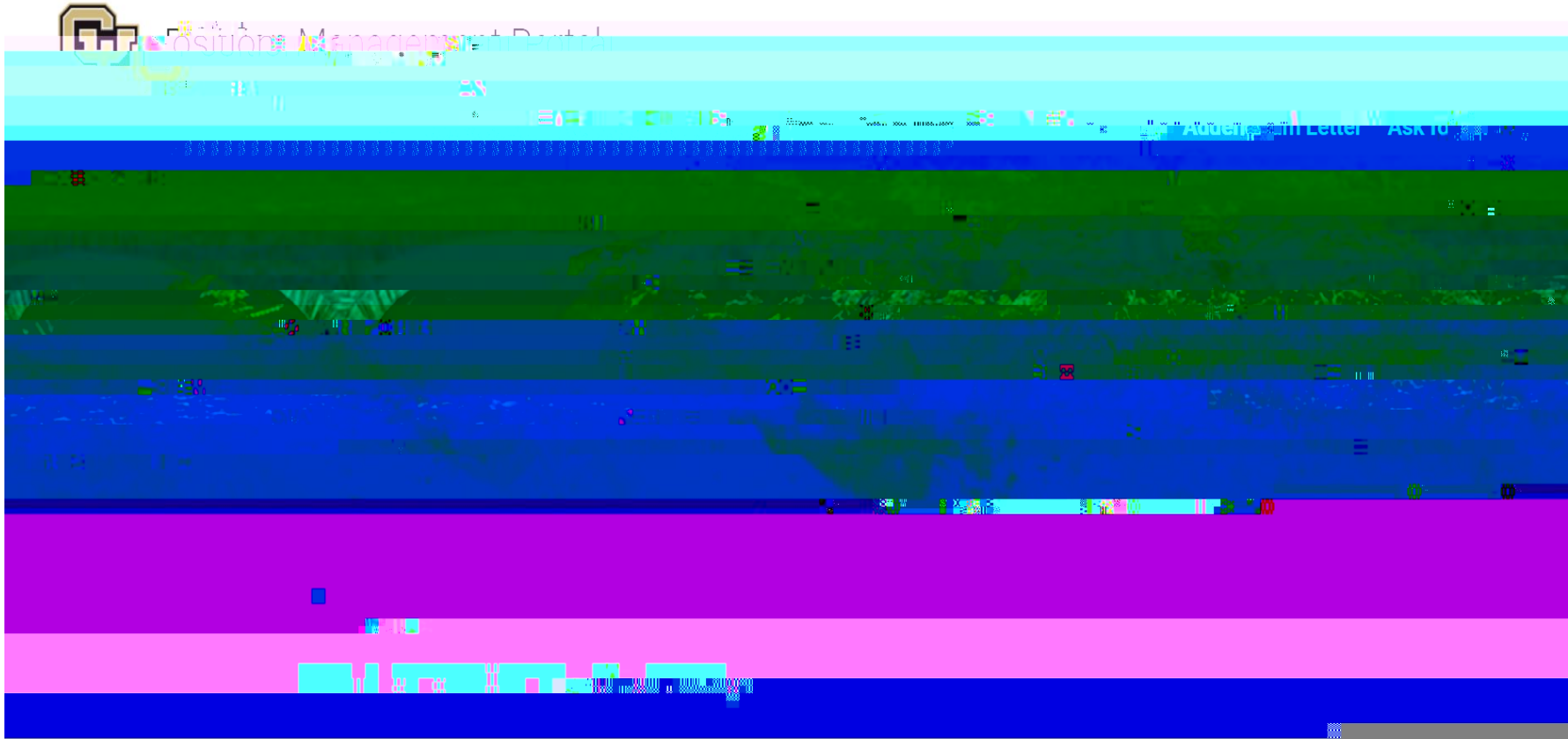
Result in significant or  
wide-spread salary changes  
Replace current payroll job  
code titles except where  
dept leader wants to make  
updates  
Eliminate jobs or reduce  
pay

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Avature <nyl '2 ` k { ' <nx{Nj} Changes Coming

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## Re Boulder

# WALK THE TALK

Walk the Talk

## Take Action on Existing Positions

Start here

Positions	Positions/Plans	Position
Director of Duties - 121212	Admin Assistant III - 33334	Finance Professional - 343434
Administrative Asst		1% Administrative Asst

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# Admin Assistant III



Submit Modifications or Request  
Recruitment

After the Selection option, Submit Modifications or Request Recruitment will have the opportunity to Department Review.

ad... Job Number: 33333444

Job Code: Title: ADMIN AD III

Modify Character

Modify Character



Be Boulder







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Kenny Nelson  
Assistant Vice Chancellor,  
HR Service Center

**Bo Boulder**



# Sick Leave Update

- No Update Yet
- Reminder: New State Law requires all employees to accrue sick leave and take sick leave.

# Sick Leave - Impact

- Employee groups with no impact:
  - Biweekly students
  - Contract students
  - Temporary staff
  - Temporary faculty (includes Lecturers)
- Employee groups still to be determined:
  - Tenure/Tenure-Track Faculty
  - Instructors

# HCM - Upgrade

- Go Live: November 9
- Training:
  - Wednesday, 10/28 9am - 12pm
  - Thursday, 11/5 1pm - 4pm
  - For non-fully supported HRSC depts.
- Changes: ePARs -> TBT for Pay Rate Change, Leave, and adding Auto-Termination

# HCM - Auto Termination

- Auto termination
  - Monthly Process to terminated designated job records run by System Office
  - Will In{ be allowed on benefits (medical, dental, etc.) eligible job codes
  - Will be available for limited term, temporary

# HCM - Auto Termination

- Seasonal Usage
  - auto-term only used seasonally at end of semesters
    - 1500s job codes (primarily graduate students)
    - 4100s job codes (biweekly students)
  - Only if not reappointed
  - Terminations can still occur throughout year  
normally, auto-term only used three times/year

# HCM - Auto Termination

- End of Appointment
  - Usage tied to end of defined appointment
    - Temporary Staff & Researchers with hard stop on appointments (9 months or 12 months)
    - T/TT Faculty Summer appointments, helps with data cleanliness
    - Stipend Appointments, reduce overpays

# HCM - Auto Termination

- What's next?
  - Still finalizing process with System office
  - Defined guidance for campus use
    - Will be different because of how we do graduate students, lecturers, etc. differently than other campuses
    - Will be communicated early November before go-live



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Lisa Landis

Assistant Vice Chancellor,

Employee Relations and Business Operations

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# Surveillance Testing

- Surveillance testing is the saliva test run by BioFrontiers
- Surveillance testing is not available for anyone who has symptoms of COVID-19.
- Surveillance testing involves testing individuals once a week and is intended to detect asymptomatic carriers.
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# Surveillance Testing

- Approximately 900 faculty and staff mandatory testing

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# Surveillance Testing

- 9/14 – 9/18      141 employees tested
- 9/21-9/25      532 employees tested
- 9/28-10/2      811 employees tested
- 10/3-10/9      1012 employees tested

Three positive tests for this population to date





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Kenny Nelson  
Assistant Vice Chancellor,  
HR Service Center

# Holiday Schedule

## Remaining 2020 and January 2021 Holiday Schedule:

Thanksgiving Thursday November 26

Day after Thanksgiving Friday November 27

Christmas Eve Thursday December 24

Christmas Day Friday December 25

New Year's Day Friday January 1

Martin Luther King, Jr Day Monday January 18

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# Annual Leave Certification

- Leave balances have been sent and uploaded by ES, they will show in HCM and MyLeave at end of September (per ES)
  - **MyLeave**: includes corrections for temporary maximum of 431U



# Future meetings

