

Personnel & Benefits
Nov. 19, 2021 Minutes

1. Discussion on pay equity process/consultants with HR
 - a. Rose Walker and Cindy Corwin joined us
 - b. Background on the EPEW Act: required: job descriptions, salary ranges in job ads, etc.
 - i. 2020 Aeon consulting contracted by CU System, report findings of outliers & statistically significant individuals, most were able to be explained, 5 faculty impacted and have been adjusted.
 - ii. Must do salary analysis when hiring new: comparing education & experience with those in similar positions. Univ Staff has breakdown of classifications.
 - c. UCCS contracting with Employers Council, specialize in employment law and compensation to do: 1. analysis across campus of all positions looking for disparities 2. look at compression 3. make recommendations on how to move forward
 - i. 6 factors under law allow pay disparity: seniority, merit, quantity/quality of production, geographic area, education/training/experience, or travel.
 - ii. Should have initial report early 2022
 - iii. Comparing positions with similar situation
 - d. Questions:
 - i. Education experience, why only academic? They are going to update this based on individual and discipline.
 - ii. IRC progression, figuring fair pay when other units don't have different rank? Law says can't use market data, must be looking in current role. Setting comparable/market rate pay ranges is a secondary process, the current process – can't use market as pay differentials, can use for setting ranges.
 - iii. What can P&B can do to assist in process? Sharing information; convey throughout process convey understand that we are trying to get baseline and then we will work on how to address.
 - iv. Once inequity is id'ed, what does the law allow for timeline to address? UCCS must develop a plan to address. Good faith effort, try to have a cycle twice a year to address. Law does not give a specific timeline.
 - v. Where will money come from to address specific issues? Budget office & college decisions, HR is just the analysis side. One of the goals for creating baseline is to see exactly where we are and how much is going to be needed.
 - vi. EWEP compliance is within rank, compression is across rank.

- vii. Does the law say anything about compression? Nothing addressed directly.
 - viii. Work is campus & generally discipline/department based, EWEP act focuses on campus not system.
 - ix. Also asked to think about how to use market data to deal with unusual situation.
 - x. Will need to ask leadership about sharing executive summary.
 - e. Asked to send questions, comments & thoughts to HR as we think about what was discussed today
- 2. Recommendation for Provost Klebe on annual review timing change
 - a. Ad hoc meeting next week to finalize?
- 3. IRC promotion policy
- 4. Reports & Information
 - a. CU P&B