

October 2020 HR Liaisons Meeting Q93001236763 - Q&A Report Report

Question

Top questions today: Will classified employees be furloughed?

What happens if an employee is not paying attention to their Furlough Days in My Leave and ends up going over the 12 days?

What happens if an employee takes more furlough days than what is allowed? Will there be an audit or is anyone tracking this in HCM?

Answer(s)

Classified Staff are not able to be furloughed unless President Kennedy grants permission for all campuses. Classified Staff at the university are not subject to the State of Colorado furloughs.

These days would be deducted from their vacation leave in order to account for the time they did not work. Employees and supervisors are responsible for jointly tracking.

These days would be deducted from their vacation leave in order to account for the time they did not work. Employees and supervisors are responsible for jointly tracking. Department HRL's are also encouraged to track these through HCM reporting. Reach out to us at HRSC if you need

We have 2 employees who took the early retirement incentive of 3 months. Who pays for the vacation and sick leave payout, department or GAIR? Who pays for the 3 month incentive pay?

Does "severance" pay have anything to do with it?

Thank you.

:substantially similar job categories" is that the job code and category? or working title?

Vacation and sick leave payout comes from campus pool and the 3 month incentive pay is department funds. Severance is reserved for other types of separation.

To align substantially similar jobs for staff, we will be aligning similar work within a new comp code that is a more specific layer underneath the job code and working title. It doesn't change the job code or working title. It

I'm interested in hearing about how the Equal Pay Act will impact the structure, pay ranges, etc for Research Faculty. Can Kym speak to that?

What happens when there is an employee who has a unique job? How does this get taken into account for the EPA?

This may be best done in a follow up meeting or conversation since it's a specific population. Please email Kym (kym.calvo@colorado.edu) and let's set up a time to chat or meet.

Great question, and we are finding a number of these on our campus. Some jobs are unique. There might not be an equal pay law comparison for a unique job. However, as we build out our compensation structure going forward, we can still ensure we have competitive market pay rates

