



Human Resources

UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

Years of Service

Frequently Asked Questions

The University of Colorado Anschutz recognizes the extraordinary dedication of its staff and research associates. The Years of Service (YOS) program was established to recognize milestone years of service. Early in the spring semester eligible individuals will be recognized if they reached a milestone year the previous year.

1. Who is eligible for Years of Service?
 - a. Classified Staff, University Staff, and Research Associates who reach milestone years of service.
2. Who is being recognized for years of service in this cycle?
 - a. The years of service recognition program was placed on hold since 2020. In early 2023, we will be recognizing individuals with milestone years of service that occurred in 2020, 2021, and 2022. The Anschutz Medical Campus and Denver Campus are hosting two separate events. Consolidated Units have been included in the Anschutz Medical Campus events.
3. What are considered milestone years?
 - a. Milestone years of service begin at five years and increase in five-year increments.
4. One year feels like a milestone, why isn't it recognized?
 - a. The [university procedural statement on recognition](#) states that five years is the minimum length of service that can be recognized, and recognition may not take place more frequently than every five years for each individual.
5. How do you determine years of service?
 - a. Depending on how long you have been employed by the university, your full employment history may not be available in a single system. A query is used to calculate years of service by pulling data from multiple systems and calculating the number of days worked at CU. Pre-HCM (HR information system) records, FRS Pre-HCM paycheck tables, and HCM service days counts are used in the total. Student or temporary appointments are not counted towards years of service.
6. I heard there is an event, who got invited?
 - a. There are multiple events to celebrate those that achieve the milestone years of service. Individuals were invited based on where they fell within the scale. We have employees celebrating 5 years all the way up to 55 years of service.
7. The pop-up events are held on Wednesdays. I don't work on campus on Wednesdays, what should I do?
 - a. We reviewed data from the Remote Work Agreement Forms and found that the day with the most employees working on campus is Wednesday. If you are unable to attend a pop-up event, we will follow-up at the end of February with alternative pick-up/distribution options.
8. What if I work out of state or not within a drivable distance to campus?
 - a. If you work out of state, please fill out the [out of state form](#).
9. My years of service don't seem correct, what should I do?
 - a. We have found the data to be accurate within an acceptable margin of .01 years. However, employees with a high volume of entries on their record may have a larger discrepancy when measuring against the data pull record and the manual review. We also have employees a small number of employees each year that fall right on the cusp of years. If you feel you should have been recognized and was not notified or that your years are incorrect, [please complete the Years of Service Request Form](#).