

CIRES Total Rewards Philosophy

At CIRES, we are committed to conducting innovative research that advances our understanding of the global, regional, and local environments and the human relationship with those environments, for the benefit of society.

Our total rewards philosophy acknowledges the enormity of both our mission and the challenges to reaching it. CIRES is an international leader in conducting cross-cutting environmental research of the highest quality while bridging fundamental science and service to society. We build leaders, scientists, communicators, and teams dedicated to developing sound and trusted information to address environmental challenges. We embrace a positive and inclusive culture and are committed to recruiting and retaining talented employees from a diversity of backgrounds and experiences, recognizing that CIRES thrives when our people do.

CIRES approach to compensation is a market-to-midpoint philosophy that provides competitive base pay (at the median/50th percentile of the estimated market average for each functional title/position) when employees are fully proficient and meeting expectations and based on the analysis of our competitive market and the organization's ability to pay. We support a fair, equitable, and consistent approach to compensation for all employees, and recognize individual results through the use of a merit review process based on performance and the achievement of goals.

At the same time, we endorse a healthy work-life balance which honors our personal relationships and families. We strive to provide a competitive, total rewards program that includes base pay, comprehensive benefits, recognition programs, and development opportunities based on financial conditions and strategic objectives, as compared to other employers in our industry and community.

Our compensation system is designed in a good faith effort to ensure that employees are not discriminated against on the basis of age (40 and over), race, sex, sexual orientation, gender identity, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law and that any wage differentials between employees engaged in substantially similar work are based on even and consistent application of the legitimate business-neutral factors outlined in state law.