

2022 Market Equity Adjustment Plan Goals and Example

2022 Market Adjustment Program

Years of UC Experience	Compa-Ratio Goal (pay/midpoint)
0 – 1.99	0.75
2.00 – 3.99	0.80
4.00 – 6.99	0.85
7.00 – 9.99	0.90
10.00 – 11.99	0.95
12+	1.0 (Midpoint)

Goals were set for non-represented employee pay standards based on the Career Tracks Compa-Ratio (difference between actual pay and midpoint of the salary range).

All career policy covered employees were automatically reviewed. A formula was applied to determine increase eligibility. Example:

Jane Smith

- Community Educator 2
- 3.5 years of UC Experience
- Salary Grade 17, Geo Group 3
- Salary Range Midpoint: \$56,900
- Compa-Ratio Goal: 0.80

Calculations

Goal = $\$56,900 * 0.80 = \$45,520$

- If Jane earns \$40,000, she receives a 7% increase = \$42,800 (receives maximum increase percentage, likely eligible for year 2)
- If Jane earns \$44,000, she receives approximately 3.44% increase = \$45,520 (meets goal)
- If Jane earns \$46,000, she is above her goal and is not eligible for a market adjustment