

2023 Market Equity Adjustment Program Year 2



Market Equity Adjustment Program – What is it?

- Through research and anecdotal evidence from ANR employees and hiring managers, we've seen an increase in market competition, morale concerns and significant stressors with inflation.
- This is a unique, UC ANR specific program. This program has no impact on the UC systemwide increase proposed for July.
- The Market Adjustment Program is being proposed to increase eligible employee pay (through an equity adjustment) in order to move to a more competitive rate. The goal is to reduce turnover, increase morale and recognize employees for their service to UC.
- Effective March 1, 2023 (MO) and March 05, 2023 (BW)

Market Equity Adjustment Program – How was it developed?

Prior to determining an equity adjustment program was necessary, UC ANR engaged in several activities, including but not limited to:

- Evaluating the ANR@WORK Survey (Work Environment Survey)
- Listening Sessions with UC ANR Executive Leadership
- Discussions with Staff and Academic Assembly
- VP Council discussions with Unit Leaders
- Feedback through HR in the recruitment/retention processes

UC ANR listens! Your feedback is invaluable.

2023 Market Equity Adjustment Plan & Eligibility Criteria

Career policy covered staff (non-represented PSS, MSP) are eligible to receive a salary increase if the current salary is below the target placement in the salary range and

- Employees must be hired prior to January 01, 2023
- Cutoff date for review of data is February 28, 2023
- Employee performance must be in good standing with “Meets Expectations” or better as of the most recently completed annual appraisal
- Employees with pay changes due to promotion or equity adjustments on or after January 01, 2023 will not be included in the 2023 market adjustment program
- Employees will be eligible for salary increase regardless of fund source
- Subject to overall budget availability
- The following salary % increase cap/limits have been established to control the overall budgetary impact of the plan.
 - 8% increase cap for employees in the salary ranges 16 - 18
 - 7% increase cap for employees in the salary ranges 19 – 23
 - 5% increase cap for employees in the salary ranges 24 +

2023 Market Equity Adjustment Plan Goals and Example

2023 Market Adjustment Program

Years of UC Experience	Compa-Ratio Goal (pay/midpoint)
0 – 4.99	0.85
5.00 – 6.99	0.90
7.00 – 9.99	0.95
10.00 – 11.99	1.0 (Midpoint)
12+	1.05

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
- 2.5 years of UC Experience
- Salary Grade 17, Geo Group 3
- Salary Range Midpoint: \$61,300
- Compa-Ratio Goal: 0.85

Calculations

Goal = \$61,300 * 0.85 = \$52,105

- If Jane earns \$48,000, she receives the full 8% increase = \$51,840
- If Jane earns \$50,000, she receives approximately 5.6% increase to meet the goal.
- If Jane earns \$53,000, she is above her goal and is not eligible for a market adjustment

Additional Information

Communications

- Directors have been notified of employee eligibility
- Supervisors will be provided a template letter to provide to eligible employees by April 21
- Eligible employees will see the Market Equity increase in their May 01 (MO) or May 10 (BW) paychecks

Policy Covered Staff Market Adjustment Program

https://ucanr.edu/sites/ANRSPU/Supervisor_Resources/Compensation/Policy_Covered_Staff_Market_Adjustment

UC ANR Salary Ranges

<https://ucanr.edu/sites/ANRSPU/files/364764.xlsx>

UC Systemwide Increase

- The UC Systemwide increase typically held in July has not yet been shared.
- However, employees may be eligible to an increase under both programs.

Additional Information

Verifying Pay in UCPath

Website: <https://ucpath.universityofcalifornia.edu/>

Navigation: **Employee Actions > Income and Taxes > View Paycheck**

Represented Staff

If you are represented by an union, we are excited to share the positive news that all UC ANR [collective bargaining agreements](#) are signed and in place; meaning covered employees have guaranteed pay increases for the duration of their agreement.

