

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