

## **Frequently asked questions about the 2019 changes to UCOP salary ranges**

### **What is a salary range?**

*The range of pay from minimum to maximum established for a salary grade or job.*

### **What are the definitions of minimum, midpoint, and maximum of the salary range?**

- *Minimum: The lowest salary rate assigned to a salary range.*
- *Midpoint: The salary rate that represents the middle of a salary range.*
- *Maximum: The highest salary rate assigned to a salary range.*

### **What is a salary grade?**

*A pay level within a salary structure assigned to a group of jobs of the same or similar value.*

### **What does the midpoint of the salary range represent?**

*The midpoint represents the current market value of a particular job.*

### **What does it mean when salary ranges are “narrowed”?**

*The salary range widths (the difference between the minimum and maximum pay of a salary range, expressed as a percentage of the minimum) are reduced incrementally to be consistent with market practices of other higher education comparators.*

### **Why are the UCOP salary ranges being narrowed?**

*The salary ranges are being narrowed based on recommendations made by the California State Auditor, and to be consistent with market practice of other higher education institutions.*

### **How much were the salary ranges narrowed?**

*The range width of the new salary range at the lowest grade was narrowed to 60 % (from 103%) and 105% (from 177%) at the highest grade, at 3% increments between grades, from Grade 15 to 30.*

### **What if my salary falls below the minimum of the salary range?**

*You will receive a salary increase to be at least the minimum of the salary range.*

### **What does it mean when salary ranges are “adjusted”?**

*The adjustment to the salary ranges refers to the upward movement of the midpoint pay of the salary range by a percentage based on salary survey data. The minimum and maximum of the salary ranges may move upward or downward based on desired salary range width.*

### **What is the percentage increase applied to the new salary ranges?**

*The new salary range midpoints were increased by 8%.*

### **When was the last time the salary ranges were adjusted and by how much?**

*The last salary range adjustment was in July 2016, with an increase of 2%.*

### **How often are salary ranges adjusted?**

*Typically, salary ranges are reviewed annually and adjustments are made if there is sufficient data that shows increased market value for our jobs.*

### **If I receive a salary increase resulting from the narrowing of the salary ranges, will I still be eligible for a merit increase (assuming there is one)?**

*You will be eligible to receive a merit increase if you have met the eligibility requirements.*

### **Does anything change about my job assignment with the new salary ranges?**

*Your job assignment, which included your job code, job title, and grade will not change.*

### **Do these salary range changes apply to all UCOP positions?**

*The changes apply to the majority of positions, but some positions are not affected. Union-represented positions are not affected as they are not part of Career Tracks. Salary ranges for UCPath Center positions and those under the Chief Investment Officer were not part of the market analysis and thus are not affected.*