

## **2006-07 Non-Represented Staff Equity Program “Fact Sheet”**

The following information provides information about the 2006-07 UCSC Non-Represented Staff Equity Program.

### **Background**

The 2006-07 Regents' Budget included funding for market parity and equity compensation adjustments for UC employees. Approximately 0.5% of the non-represented staff salary budget was available to provide equity increases for non-represented staff in 2006-07. This amounts to \$170,000 for General Funds and roughly \$340,000 across all funds. The availability of funds for this program continues our commitment to incrementally improve our position in the market by addressing significant salary lags and other equity issues.

Consistent with the 2005-06 program, many staff positions were analyzed against salary survey information, which enabled the identification of significant market lags for certain non-represented positions. In addition, suggestions were solicited from campus leadership and divisional managers for the final program.

### **Positions Identified For Salary Action**

A 2% equity increase, effective October 1, 2006, was provided for individuals who are in selected non-represented staff titles identified as having significant market lags *and* whose annual base pay is \$45,000 or less. The specific titles are Student Affairs Officers I, II, and III; Assistant and Administrative Analysts; and, non-represented (-) Assistant IIIs. In addition, Principal Officers were provided a limited allocation of funds to address other equity issues (e.g., retention, internal equity) within their respective divisions. These increases were also effective October 1.

### **Salary Range Adjustment**

All PSS and MSP salary grade minimums were adjusted by 2% effective January 1, 2007. Please see: [http://shr.ucsc.edu/topics/comp-class/salary/title-pay-plan/99\\_grades\\_1-1-07.pdf](http://shr.ucsc.edu/topics/comp-class/salary/title-pay-plan/99_grades_1-1-07.pdf)

### **Principles and Guidelines Applied**

- Individuals must be treated consistently, regardless of funding source—non-state funded operations should be addressed in the same manner applied to areas funded by state funds.
- UCSC is accountable to UCOP for reporting actions taken and ensuring that funds are distributed as intended.
- Priority will be given to addressing lags and inequities in positions with the lowest salaries<sup>1</sup> whenever possible.
- Titles selected for remedy should be treated equitably across campus (i.e., when incumbents in a particular title reside in more than one Principal Officer's jurisdiction).

### **2007-08 Non-Represented Staff Equity Program**

Assuming funding is provided, the program will continue for the next few years.

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<sup>1</sup> A threshold of \$45,000 annual salary has been established to guide these decisions for 2006-07.

UCSC SALARY GRADE RANGES  
PERSONNEL POLICIES FOR STAFF MEMBERS

Effective 01/01/07

GRADE	Minimum		Midpoint		Maximum	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
<b>MANAGERS AND SENIOR PROFESSIONALS</b>						
MSPVIII	110,800.00	9,233.33	177,550.00	14,795.83	244,300.00	20,358.33
MSP VII	100,700.00	8,391.67	161,450.00	13,454.17	222,200.00	18,516.67
MSP VI	94,800.00	7,900.00	131,050.00	10,920.83	167,300.00	13,941.67
MSP V	86,200.00	7,183.33	119,100.00	9,925.00	152,000.00	12,666.67
MSP IV	78,200.00	6,516.67	108,100.00	9,008.33	138,000.00	11,500.00
MSP III	71,200.00	5,933.33	98,350.00	8,195.83	125,500.00	10,458.33
MSP II	64,700.00	5,391.67	89,450.00	7,454.17	114,200.00	9,516.67
MSP I	58,800.00	4,900.00	81,300.00	6,775.00	103,800.00	8,650.00
<b>PROFESSIONAL AND SUPPORT STAFF</b>						
PSS M	58,800.00	4,900.00	81,300.00	6,775.00	103,800.00	8,650.00
PSS L	53,400.00	4,450.00	73,850.00	6,154.17	94,300.00	7,858.33
PSS K	48,700.00	4,058.33	67,300.00	5,608.33	85,900.00	7,158.33
PSS J	44,300.00	3,691.67	61,150.00	5,095.83	78,000.00	6,500.00
PSS I	40,200.00	3,350.00	55,600.00	4,633.33	71,000.00	5,916.67
PSS H	36,500.00	3,041.67	50,500.00	4,208.33	64,500.00	5,375.00
PSS G	33,300.00	2,775.00	46,000.00	3,833.33	58,700.00	4,891.67
PSS F	30,200.00	2,516.67	41,750.00	3,479.17	53,300.00	4,441.67
PSS E	27,400.00	2,283.33	37,900.00	3,158.33	48,400.00	4,033.33
PSS D	24,900.00	2,075.00	34,450.00	2,870.83	44,000.00	3,666.67
PSS C	22,500.00	1,875.00	31,150.00	2,595.83	39,800.00	3,316.67
PSS B	20,600.00	1,716.67	28,450.00	2,370.83	36,300.00	3,025.00
PSS A	18,800.00	1,566.67	25,950.00	2,162.50	33,100.00	2,758.33