

Bethanie Brown

From: ANRUpdate@ucanr.edu <no-reply@ucanr.edu>
Sent: Friday, May 6, 2022 10:19 AM
To: Bethanie Brown
Subject: Market Equity Adjustment Plan



Dear Colleagues:

Attracting and retaining highly qualified employees is a top priority for UC ANR. It's a critical part of our strategic plan and key to our ability to deliver the mission. It's been four years since we began our last Market Equity Adjustment Plan, which was completed this past year; in that time the labor market has continued to change due to factors like the COVID-19 pandemic, inflation and systemic shifts in many labor markets. Those factors have increased pressures on household budgets for many of our employees; because of that UC ANR has recently conducted an updated analysis of market rates for our staff positions. I'm pleased to report today that, as part of UC ANR's overall compensation strategy, I have approved an accelerated two-year Market Equity Adjustment Plan for policy covered (non-represented) staff.

This program will ensure salaries of existing staff are better aligned with the labor market and is effective as of April 2022, although changes in payroll will first be seen in June 2022. Using UC Career Tracks, UC ANR Human Resources will be able to identify, review and address the salaries of policy covered staff members whose pay is not in the updated competitive zone targets. All policy covered staff are eligible to participate in this plan, regardless of their position's funding source.

To ensure that employees shift into appropriate market rates more quickly, our UC ANR program will be implemented over two years, rather than the four years we did previously. Please note: these equity adjustments are separate and distinct from any UC system-wide merit program approved later by President Drake.

UC ANR leadership is committed to the health and well-being of our employees. This Market Equity Adjustment program is designed to address salary issues; other work continues throughout the system to address program support, enhancements to business operations, communications and more. Additional information on program eligibility and payroll dates will be forthcoming. Questions and follow-up can be addressed to humanresources@ucanr.edu.

As always, many thanks for the great work you do to serve our mission and the people of California. Best wishes and have a wonderful weekend!

Glenda Humiston
Vice President

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