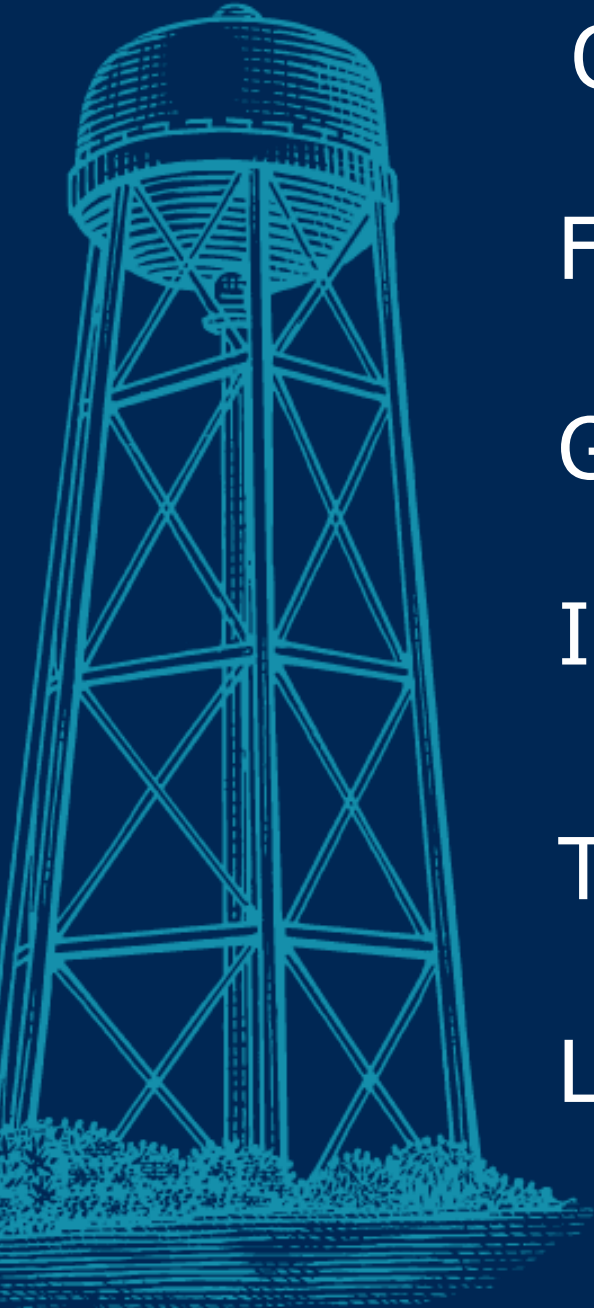


# **STAFF ASSEMBLY GENERAL MONTHLY MEETING**

June 14, 2022



Optimistic

Frustrated

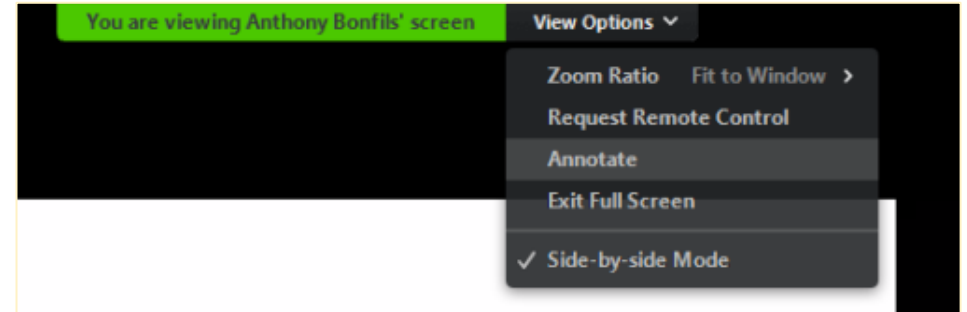
Grateful

Inspired

Tired

Looking forward to summer

How are you doing?  
*Let us know using the annotate tool!*



We will get started  
as a group at  
12:05 PM



# HUMAN RESOURCES “MYTH BUSTERS” SESSION 1

June 14, 2022

**Maria Lucia Gonzalez, Compensation Manager, UC Davis  
Campus**

**Brian Linhardt, Compensation Manager, UC Davis Health**

- Salary & Compensation
- Equity Increases

# Salary & Compensation

Question 1:

Is it an actual policy that lateral transfers (transferring to another department in the same title code/grade/classification) cannot receive any salary increase?



# Salary & Compensation

## Question 2:

When moving jobs internally at UC Davis to another position (in a higher title and classification), you cannot receive more than a 5 or 10% increase in salary. Truth or myth?



# Salary & Compensation

## Question 3:

Even if they change positions multiple times within one year, the maximum pay increase an employee can receive in one year is 25% of their starting salary, even if the newest position's posted wages exceed that amount?



# Salary & Compensation

Question 4:

Any raise over 10% has to be reviewed by central HR. Myth or truth?



# Salary & Compensation

## Question 5:

It is impossible to have your salary increase via the steps for the position once you've gotten the job. The only chance to raise your salary is with the union agreement raises each year or moving into a new position and requesting a specific step salary amount. Myth or truth?





# Salary & Compensation

Question 6:

How is it that someone can make a higher salary doing the same job at another UC, but work remotely?



# Salary & Compensation

## Question 7:

Is it HR policy that higher paid non-represented staff may not receive an equity increase because the gap between higher paid senior staff and the lower paid represented (or non-represented) staff is too large? If yes, where is that written and how do we increase those represented titles to decrease the salary gap?



# Salary & Compensation

Question 8:

Retention bonuses - real or not?



# Equity Increases

Question 1:

If a new staff member from outside the university starts at higher wage than current staff, are equity increases effective back-paid to when the new employee started at higher pay?



# Equity Increases

Question 2:

Is there a policy in place to hold management accountable of ensuring that staff are paid equitably and ensuring that new staff aren't getting paid higher wages than current staff? Managers submitting staff for an equity increase doesn't always happen.



# Equity Increases

## Question 3:

Staff in their first year in a role are not eligible for an equity increase, even if other team members in their same classification are receiving one. Myth or truth?



# Salary Increases

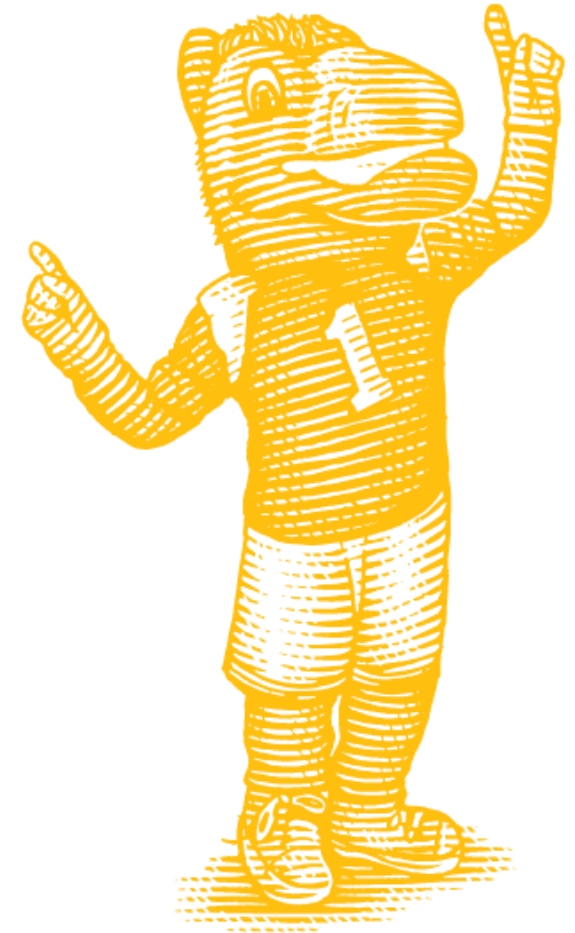
Question:

Why are titles that are currently being accreted/bargained into a union, such as the SYS ADM 2-3 titles, prevented from receiving any salary increases through equity or merit programs? Is that a real policy or just a UC negotiating tactic?



# Staff Assembly Executive Committee 2021-2022

- **Chair:** Jennifer Jackson
- **Chair Elect:** Lauren McDiarmid
- **Secretary:** Lisa Feldmann
- **Communications Chair:** Ruby Bal
- **Outreach and Marketing Co-Chairs:** Jennifer Larr & Christina Blackman
- **Member Engagement Chair:** Kyle Urban
- **Finance Chair:** Roger Moy
- **Events Chair:** Zoe Bolesta-Reynolds
- **Past Chair:** Molly Bechtel
- **Coordinator:** Scott Loewen-Towner





# Staff Assembly Executive Committee 2022-2023

- **Chair:** Lauren McDiarmid
- **Chair Elect:** Kyle Urban
- **Secretary:** Grace Woods
- **Communications Chair:** Steven Wilson-Maggard
- **Outreach and Marketing Chair:** Bobbie Boozer
- **Member Engagement Chair:** Zoe Bolesta-Reynolds
- **Finance Co-Chairs:** Roger Moy and Lisa Feldmann
- **Events Chair:** R. Paul Villaluz
- **Past Chair:** Jennifer Jackson
- **Coordinator:** Scott Loewen-Towner

