

MAPPING TO UCI HEALTH JOB TITLES

Co-Worker Frequently Asked Questions

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FOR NON-REPRESENTED CO-WORKERS (as of May 2025)

1. Why was a compensation review conducted?

UCI Health conducted a thorough review of Community Network co-worker compensation to ensure fairness across all UCI Health roles and levels.

2. What steps were taken to review and update pay?

The process included several key steps:

- **Regression Testing:** We analyzed UCI Health compensation data to identify patterns and ensure consistency in pay across similar roles across all locations. Regression testing identifies unexplained pay discrepancies within role types and is different from an external market review. UCI Health conducts market reviews in alignment with budget allowances.
- **Compression Analysis:** We checked for pay compression, which occurs when there is insufficient difference in pay between co-workers regardless of tenure or experience, and made adjustments where necessary.
- **Leadership Conversations:** Leaders, for their assigned units, were consulted to validate findings and ensure that all pay decisions were nuanced and appropriate.

3. Did UCI Health review external market data as part of this process?

No, this process did not involve a review of the external market. A market review involves comparison of co-worker compensation against the external market, considering experience, skills and performance.

4. How were pay increases determined?

Where our analysis showed that adjustments were needed to ensure equitable pay, increases were made. These increases were based on objective data and best practices for fair compensation. Employees who did not receive an increase were assessed as being at or above their appropriate wage level.

5. When did the pay increases take effect?

All pay increases were applied retroactively to your start date with UCI Health.

6. Who can I contact if I have questions about my pay?

If you have questions about your compensation, please reach out to your local HR team.

7. Can I request a review of the outcome of this review?

The compensation review process has been finalized, and no further adjustments will be made at this time.

ADDITIONAL JOB MAPPING QUESTIONS

8. My job mapping or compensation information is incorrect. What should I do?

Your mapping information has been finalized following a thorough analysis of Community Network co-worker job details; a review of all reconsideration requests submitted; and conversations with your local leadership. It is not subject to change.

If you have questions about the job mapping process, please reach out to your local HR team.

9. I do not believe that my wage takes into consideration my years of experience. I feel I should be on a higher step given my years of experience. How do I resolve this?

Non-RNs: With the exception of co-workers represented by the California Nurses Association, the Collective Bargaining Agreements do not provide for experience-based steps.

RNs: If you completed the Years of Experience form, that number was used to calculate your step and wage. Please reach out to your local HR team or union representatives to confirm the years of experience data used to calculate your step and wage. If this data is inaccurate, you can provide your years of experience through the Nursing Years of Experience Survey by January 17, 2025.

10. Was my reconsideration request considered?

All reconsideration requests submitted by co-workers were reviewed and taken into consideration when determining the final job mapping.

11. I did not submit a reconsideration request. Why did my job details or compensation change?

The process of finalizing the job mapping took into account multiple factors:

- Reconsideration requests that applied to an individual
- Reconsideration requests that applied to groups of co-workers
- Conversations with local leadership to better understand the nuances of certain roles

If your final mapping is different than the mapping initially communicated to you, that is because additional information was made available which informed the change.

12. When will I see these changes on my paycheck?

Represented Co-Workers: Any updates to your compensation will go into effect on the upcoming November 20 paycheck (Oct 27 – Nov 9 pay period). Any necessary retroactive pay adjustments will be paid as a lump sum on your November 20 paycheck.

Non-Represented Co-Workers: Your compensation will be communicated to you early December and you will see those changes in your December 18 paycheck (for the pay period 11/24 – 12/7). Any necessary retroactive pay adjustments will be paid out on December 18.

13. I'm a non-represented co-worker. Why aren't I receiving my final compensation information until December?

Compensation data for non-represented co-workers is undergoing additional analysis to confirm it is equitable and in line with UCI's compensation principles. Non-represented co-workers will receive their pay information by early-December, and will see these changes in their December 18, 2024 paycheck.

14. What does "retroactive pay" mean?

Through the job mapping process, certain co-workers were identified as requiring a pay increase in order to ensure alignment with the UCI job architecture. For those co-workers, UCI has calculated the applicable increase back to the later of March 27 or your UCI hire date, taking into consideration any business-as-usual increases (i.e., across the board increases, step increases) that were processed between 3/27 and now.

Your current pay rate was not applicable during the entirety of the period of 3/27 to now. As such, retro pay is not calculated by taking your current rate minus your Tenet (or hire, if hired after 3/27) rate and multiplying by hours worked in the interim. That calculation does not take into account wage adjustments received during that time period.

Retroactive amounts will be paid on 11/20 for represented co-workers and 12/18 for non-represented co-workers. Any changes in differentials will not be paid retroactively.

UCI Health HR is not able to provide a breakdown of the retroactive pay calculation by co-worker. For further information on the calculation of retroactive pay, please open a case with

UCPath. Please review this [knowledge article](#) for instructions on how to open a case with UCPath.

15. How will my retro payment be deposited?

Represented Co-Workers: Co-workers receiving a retro payment will receive two checks on November 20. These checks may be separated into “regular pay” and “retro pay”, or the two amounts may be intermingled and dispersed across the two checks. In both scenarios, the two checks will sum to the total amount owed for the 10/27 – 11/9 pay period + any retro pay owed.

Non-Represented Co-Workers: Co-workers receiving a retro payment will receive a lump sum on their regular paycheck on December 18. This check will sum to the total amount owed for the 11/24 – 12/7 pay period + any retro pay owed.

16. My collective bargaining agreement provided a wage adjustment after 3/27. Was this applied to my final wage mapping and retroactive pay calculation?

Yes, all negotiated wage increases were applied in accordance with the terms and conditions of the co-workers collective bargaining agreement.

17. (RNs only) I have more than 239 months of experience, why am I on step 15?

RN step placement is based on RN experience, up to step 15. In order to be placed on step 16 or step 17, you must have both RN experience and UC seniority. For step 16, you must have 20 years of RN experience and 20 years of UC seniority. For step 17, you must have 21 years of RN experience and 21 years of UC seniority.

Without 20+ years of UC seniority, the highest step you can be placed on is step 15. Step 15 requires at least 168 months of experience.

18. Has my job description changed as a result of the job mapping project?

No, job descriptions have not changed as a result of the job mapping project. Your job description remains the same as it was at your time of hire.