



COMMUNITY NETWORK JOB MAPPING INITIATIVE

The following definitions refer to terms used in the UCI Health Community Network job mapping initiative notification letter.

Job Title

The official “payroll” title to which a position is assigned. This is different from a working title which tends to be more descriptive of the function or responsibilities that an individual position performs.

Fair Labor Standards Act (FLSA)

A federal law which sets out various labor regulations, including whether employees are exempt or non-exempt from FLSA overtime regulations. The UC system-wide Compensation Office, in compliance with the legal requirements of the FLSA, establishes the overall FLSA exemption status for jobs.

Bargaining Unit

A group of employees with titles and job duties that are sufficiently aligned to make it an appropriate grouping for purposes of collective representation by a union. Positions without union representation are referred to as “non-represented”.

Personnel Program

The Personnel Program defines the general type of work performed by the position. For non-represented positions that are covered by Personnel Policies for Staff Members (PPSM), some policies vary based on Personnel Program. The two most common Personnel Programs are defined below:

Professionals & Support Staff (PSS) positions provide administrative, professional, technical, and operational support through independent judgment, analytical skill, and professional or technical expertise, or are responsible for providing clerical, administrative, technical, service and maintenance support.

Managers & Senior Professionals (MSP) positions provide leadership, professional expertise, and accountability at the highest levels to major organizational units or programs. They identify objectives, direct programs, manage resources, formulate strategy, and function with a high degree of autonomy.

Salary Grade

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

Salary

Base pay, excluding other types of pay such as overtime, shift differentials or incentive pay. To convert hourly wages to annual salary, multiply hourly rate by 2088 by FTE percentage.

Effective September 29, 2024, the UCI Health pay differentials will also apply to non-exempt employees where applicable. UCI Health pay differentials by union group are available [here](#).

Salary Step

The step within a represented salary range on which the salary is placed. Salaries for positions assigned to a salary range with steps must be paid on a step. When positions are converted to a new salary range with steps, salaries are placed on the step that is closest to, but not less than, their current pay.