

UA Compensation Annual Cycle



LEARN MORE ABOUT THE ANNUAL CYCLE

What affects the University Staff **Pay Structure**?

Legislation compliance review (local, state or federal) can cause changes to the pay structure.

For example, a minimum wage increase will raise the lowest pay grade. But it may also prompt changes to other pay grades to minimize compression.

Learn more: [University Staff Pay Structure](#)

How do I learn about the **Salary Increase Program**?

Early in the spring semester, University leadership releases guidance about the upcoming program. Financial officers and supervisors receive guidance in meetings and through email.

Program details are published by Human Resources.

Learn more: [Salary Increase Program Guidance](#)

What is **external market data review**?

External market data review is when the University reviews jobs against external benchmarks based on third-party compensation surveys.

Based on the review, the University may move some jobs to a higher pay grade within the existing pay structure.

Learn more: [External Market Data Review FAQ](#)