



Career Tracks is a new job classification framework that aligns similar jobs internally at UCI, throughout the UC system, and externally with the marketplace, creating career pathways for staff.

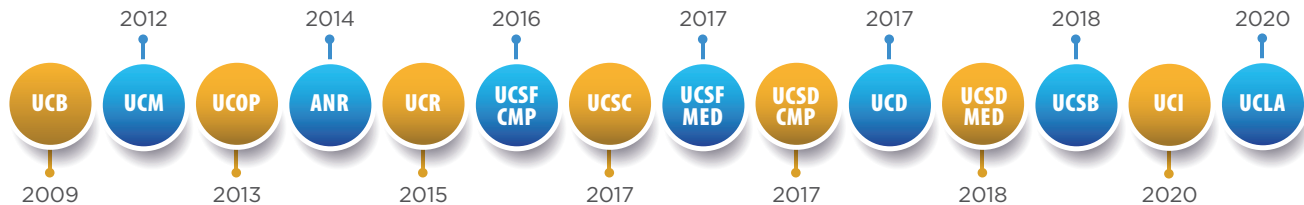
WHY IS UCI MOVING TO CAREER TRACKS?

In addition to aligning job classification and salary structure across UCI and the UC system, Career Tracks replaces UCI's 50-year old classification system.

CAREER TRACKS APPLIES TO NON-REPRESENTED STAFF ONLY.

Career Tracks does not impact represented employees, academic personnel, senior management, or student employees.

UCI and UCLA are the last two UC's to implement Career Tracks. UCI began implementation in early 2018 and will complete the implementation for all non-represented staff by the end of 2020.



HOW CAREER TRACKS BENEFITS STAFF

- More ease in planning career advancement at UCI or any UC location.
- Standardizes compensation across UCI through a common salary structure.
- Standardizes payroll titling across our enterprise.
- With salary ranges reflecting the local market, managers can make better pay decisions.
- Payroll titles reflect primary job responsibilities, thereby supporting efforts to recruit and retain highly qualified employees.

IMPLEMENTATION

PILOT 1	PILOT 2	PILOT 3
OIT - Medical Center	Nursing Managers and Supervisors - Medical Center	HR
04/18	01/19	02/19
GROUP 1	GROUP 2	GROUP 3
OIT - Campus	Health Sciences and Balance of Medical Center	Balance of Campus
05/19	09/19	10/20

JOB MAPPING. A SIMPLIFIED VIEW

Here's a simplified view of how jobs are mapped from the old classification system to the new classification system. Job mapping is performed by a team of UCOP and UCI classification experts.

