

## How to Determine How Much Your Salary is Compressed?

Recently, a notification from Human Resources went out to all employees informing employees of the process of Salary Equity and Compression (sent out on 1/03/2023). Attached to that email was a document entitled “Addendum – 2022 Compression Report Form”. This attachment provided information to employees on the amount of DSI funds available for compression/inversion to the University at Buffalo. It also provided information to help employees, who recently received a letter informing them that they were receiving a Compression and Equity adjustment, the ability to determine how much they are compressed, mainly the agreed upon percentage of compression (in UB’s case this number of 10.68%).

If you did not received a letter for Human Resources specifically on a compression adjustment, your salary was not determined to be compressed by UUP. If you did, however, use the formula below to determine how much your salary is compressed as determined by UUP and New York State Budget Office data.

$$(\text{Compression adjustment amount}) \times 100 = [\text{Sub Total}]$$

$$[\text{Sub Total}] / 10.68 = [\text{total amount UUP has found your salary is Compressed}]$$

### Example.

My Human Resource letter says that my equity and compression adjustment for 2022 is for the amount of \$1250.

To determine how much my salary is compressed I would use the following formula:

$$\underline{1250} \times 100 = \underline{125000}$$

$$\underline{125000} / 10.68 = \underline{11,701.12} \quad \square \text{How much your salary is compressed}$$