
From: Senior Vice Chancellor John Plotts <SVC@UCSF.EDU>
Sent: Wednesday, August 17, 2011 3:43 PM
To: CALIST@LISTSRV.UCSF.EDU
Subject: Merit Increases to Faculty and Staff This Year

Dear Colleagues:

As you may know, the UC Board of Regents last November approved funds in UC's 2011-12 budget to provide a pool for merit-based salary increases for faculty and staff.

I am writing to share with you the letter from President Yudof to all UC chancellors that outlines the general terms of the merit program, and explains the decision to exclude members of the senior management group (SMG), staff earning \$200,000 or greater, and staff who were hired or who received a salary increase since January 1, 2011 from participation. You can access the letter at http://atyourservice.ucop.edu/news/general/chancellors_faculty_staff_merit_increase.081711.pdf.

As the President states, the merit program is aimed at helping campuses recruit and retain faculty, who are the source of UC's academic and research quality, and also to acknowledge non-represented staff for their ongoing dedication and service despite not having received general pay increases for the past several years.

The merit pool will be calculated at 3 percent of the overall pay in the eligible personnel categories, and individual increases will be based on performance and determined locally. Specific guidelines for how the merits will be implemented will be provided to campus academic personnel and human resources offices by UCOP in the near future, and we will share those details once we receive them.

In the meantime, let me echo President Yudof's appreciation for the contributions you and your colleagues make to UCSF.

Sincerely,

John E. Plotts
Senior Vice Chancellor—Finance and Administration