

**From:** [Odato, David](#)  
**To:** [HRPOLICY@LISTSRV.UCSF.EDU](mailto:HRPOLICY@LISTSRV.UCSF.EDU)  
**Subject:** FY16-17 Salary Program Announcement  
**Date:** Friday, March 04, 2016 12:46:57 PM

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Dear Colleagues:

I am pleased to announce that the University will implement a salary increase program for non-represented staff employees for the 2016-17 fiscal year.

At UCSF, the salary increase program will consist of two components:

1. Merit-based salary increases for non-represented employees using a 3% budget control point. Individual salary increases will vary depending on performance assessments.
2. Administration of a salary equity review designed to address the most significant salary issues using a 1% budget control point. This component of the salary program is intended to be administered as targeted spending to correct individual equity issues and is not intended to be delivered in an across-the-board fashion.

The salary increase program will be effective July 1, 2016 for monthly paid employees and June 19, 2016 for biweekly paid employees. Specific details regarding eligibility criteria as well as administrative process guidelines will be communicated to departments in the coming weeks.

We have not received information from UCOP regarding an academic salary program. When that information is available, it will be shared with the campus via the VPAA office.

General questions about the 2016-17 salary program for staff may be addressed to the following UCSF contacts:

- Campus staff employees: please contact your [HR Generalist](#).
- Health system staff employees: please email [compensationmc@ucsfmedctr.org](mailto:compensationmc@ucsfmedctr.org).

Sincerely,

David Odato  
Associate Vice Chancellor, Human Resources  
UCSF  
Senior Vice President, Human Resources  
UCSF Health

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