Dear Colleagues:

I am pleased to announce that the University will be implementing a salary increase program for non-represented employees for the 2015-16 fiscal year.

At UCSF, the salary increase program will consist of the following 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, 2015 for monthly paid employees and June 21, 2015 for biweekly paid employees. Specific details regarding the eligibility criteria, as well as administrative process guidelines and information regarding when salary increases will be reflected in paychecks, will be communicated shortly. Due to having just received Office of the President approval for the 2015-16 salary program, the timing of implementation will involve retroactivity for pay increases. The timing and merit guidelines on this salary program will be shared shortly.

General questions about the 2015-16 salary program can be addressed to the following UCSF administrators:

- Campus staff employees - please address questions to Kellie Beale, Compensation Specialist at kellie.beale@ucsf.edu.
- Medical Center staff employees - please address questions to compensationmc@ucsfmedctr.org

Sincerely,

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