



1111 Franklin Street
Oakland, CA 94607-5200
Phone: (510) 987-9074
<http://www.ucop.edu>

May 1, 2017

CHANCELLORS
VICE PRESIDENT—AGRICULTURE AND NATIONAL RESOURCES

Dear Colleagues:

The 2017-18 UC budget approved by The Regents includes funds for the faculty peer-review merit advancement program and also for a 2017-18 performance-based salary program. I am asking you to move forward with plans to administer the 2017-18 performance-based salary program for faculty and other non-represented academic appointees.

The funding framework agreement reached between the University and the Governor allows UC more certainty to budget annual pay increases for faculty and non-represented academic appointees. This predictability is a welcome development for our employees and the University.

As was the case last year, the 3-percent salary program for all UC employees will be based on performance. I recognize that for ladder-rank faculty and other academic series, the peer-review merit advancement system results in advances in rank and step. The 2017-18 salary program will allow you to recognize appropriately the strongest contributors to fulfilling the University's mission.

For academic personnel in 2017-2018, the peer-review merit advancement program will continue. In addition, there will be a two-part salary program, effective July 1, 2017. First, there will be a 1.5-percent increase to the academic salary scales, and thereby, the same increase to the on-scale salary of all academic appointees at a given rank and step. Since salary dollar amounts vary by scale-rank-step, the increase is calibrated to career achievement and ensures that scale advancement continues to be meaningful. For ladder-rank faculty scales, and scales that derive from the ladder-rank scales, there will be some smoothing to the scales, with each step increase at least 1.5 percent and a few slightly higher.

Second, a discretionary salary program will address issues of equity, inversion, and compression as well as issues of competitiveness, both internally and externally. As

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outlined in the attached salary program document, the salary program will vary to fit the merit review process for various academic personnel groups and to allow campuses to remain competitive.

Please do not hesitate to let me know how we can support you and your campus as you move forward with this important program.

Yours very truly,



Janet Napolitano
President

Attachment

cc: Provost and Executive Vice President Dorr
Executive Vice President, Chief Operating Officer Nava
Academic Council Chair Chalfant
Vice Provost Carlson
Executive Vice Chancellors/Provosts