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October 27, 2008

To: UCSC Staff and Academic Employees  
Fr: Willeen McQuitta, Assistant Vice Chancellor, Staff Human Resources  
Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

**Formal Review: Senior Management Group Salary and Appointment Policy**

The University invites your comments on the formal review of the policy on *Senior Management Group Salary and Appointment*, which was approved by The Regents on September 18, 2008. The policy is intended to provide clear, comprehensive direction for setting salaries and delineates responsibility and accountability for salary and appointment-related actions. Specifically, the policy provides direction and authority for appointing and classifying Senior Management Group members and establishing, approving, and revising any salary and/or salary grade changes for these members. It also governs merit, promotional, equity, and retention increases, as well as administrative stipends for temporary assignments. The policy will be effective January 1, 2009 and will replace Personnel Policies for Senior Managers II-30 (Salary) and II-21 (Appointment).

The policy can be accessed at the following URL:

[http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/proposed\\_policies/index.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/index.html)

Comments may be provided by November 14, 2008.

Senior Management Group members and academic employees should direct their comments to Terilynn Bench at [tbench@ucsc.edu](mailto:tbench@ucsc.edu).

Staff employees should direct their comments to Cathy Schoenfeld at [pafc@ucsc.edu](mailto:pafc@ucsc.edu).