

November 20, 2009

DEANS, DIRECTORS, DEPARTMENT CHAIRS and ADMINISTRATIVE OFFICERS

Re: **Revisions to Personnel Policies for Staff Members (PPSM):**
PPSM 65--Termination of Career Employees-- Management and Senior
Professionals (Salary Grades I through VII) and
PPSM 67--Termination of Career Employees--Management and Senior
Professionals (Salary Grades VIII and IX)

The Office of the President has issued revisions to the above referenced policies, PPSM 65 and PPSM 67 applicable to career employees in the Management and Senior Professional (MSP) Program. The policies have been revised to add the following requirements with regard to the payment of severance:

- Payment of severance is conditioned upon the terminated employee entering into a written separation agreement approved by the University, which would provide consistency with the Regents' Policy on Settlement of Litigation, Claims, and Separation Agreements.
- If a terminated employee is reemployed at any University location in any capacity during the paid severance period, repayment of severance is required for the time period beginning with the date of hire in the new position to the end of the paid severance period.
- A written repayment plan is to be agreed upon between the employee and the University before the employee begins work.

The revised policies are effective November 6, 2009, and are available on line at:

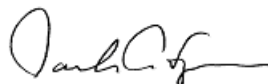
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/index.html

For questions, please contact Director Lynne Thompson, Employee and Labor Relations, for the campus; or Director Maure Gardner for the Health System.

Sincerely,



Lubbe Levin
Associate Vice Chancellor
Campus Human Resources



Mark A. Speare
Senior Associate Director
Patient Affairs, Human Resources and
Marketing

cc: Director Maure Gardner
Director Lynne Thompson
Manager Lazetta Smith