



Office of the Chancellor
Office of the Executive Vice Chancellor & Provost

August 18, 2011

DEANS, DIRECTORS, DEPARTMENT CHAIRS, and ADMINISTRATIVE OFFICERS

Dear Colleagues:

Re: FY 2011-12 Academic and Staff Merit-Based Salary Increases

We are very pleased that President Yudof issued an announcement yesterday to let campuses know that merit-based salary increases will be implemented for faculty and policy-covered staff this fiscal year. The funds for this purpose were authorized by the Regents as part of the University's 2011-12 budget plan.

The merit fund pool will be calculated at 3 percent of the eligible payroll base, and individual increases will be based on performance. Candidates for merit increases will include faculty members at all levels and policy-covered (non-represented) staff earning less than \$200,000 annually. Staff employees who joined the University after January 1, 2011, or who in the same period have seen their wages adjusted as the result of promotions will not be eligible to participate in this one-year merit program.

Although the merit fund pool is modest in recognition of economic circumstances in California and nationwide, it supports our key objectives of recruiting and retaining the best faculty and staff, while also acknowledging their dedication and service.

President Yudof's letter outlining general terms and eligibility for the program is available at:

http://atyourservice.ucop.edu/news/general/chancellors_faculty_staff_merit_increase.081711.pdf

Specific implementing guidelines for eligible UCLA faculty and staff will be issued as soon as the details are available.

In the meantime, we wish to convey our appreciation to you and members of your organization for the many contributions that you make every day to UCLA in serving our students, our many stakeholders, and the public.

Sincerely,

Gene D. Block
Chancellor

Scott L. Waugh
Executive Vice Chancellor & Provost