Incentive Plan Awards for Non-Represented Employees Coming in November

Monetary awards under the UC Davis Health System Incentive Plan (HSIP), which offers financial-recognition payments to employees whose work contributes to attaining key Health System objectives, will be granted for the first time in November.

The HSIP is available to non-represented, career and contract employees who started work by 1/1/11 and who received at least a “meets expectations” on their most recent annual performance evaluation. Employees represented by unions do not participate in the HSIP. The plan applies to all entities of the Health System: the School of Medicine, the Betty Irene Moore School of Nursing, the UC Davis Practice Management Group, and the UC Davis Medical Center.

Maximum HSIP payouts are $1,000 for staff employees and $1,200 for supervisors. Managers receive awards based upon a percentage of salary that is at-risk salary, based upon the results of the clinical objectives. Award payouts are scheduled for 11/1/11 for biweekly-paid staff and 11/9/11 for monthly-paid staff.

The incentive plan, which covers a fiscal year, encourages employees to focus on achieving organization-wide and area-specific objectives through teamwork and to recognize the joint effort required to meet challenging organizational goals. The plan also uses division- or department-based performance measures to encourage employees to maximize excellence within their home divisions and departments. The HSIP enables UCDHS to recognize the important contributions that employees make each day.

Merit-Based Salary Adjustments for Some Non-Represented Staff

A Merit Program approved by the UC President’s Office will be implemented for eligible non-represented employees for the 2011-12 fiscal year.

The merit pool will consist of a 2% base-building increase, plus a 1% pool for additional increases at the department’s discretion, based on documented exemplary performance. The Merit Program is comparable to the Health Care Market Equity Program that was administered in April 2011 for many non-represented employees. The Equity Program also consisted of a 2% base-building increase, plus a 1% pool for additional increases in an effort to maintain market-competitive salaries.

Employees are eligible for a merit increase if they meet the following criteria, which were established by the Office of the President:

- Career non-probationary on 7/1/11
- Performance evaluation within the last 12 months with a rating of “meets expectations” or “exceeds expectations”
- Proposed salary increase results in a new salary that falls at or below the maximum of the salary range

The following employees are not eligible for the 2011-12 Merit Program, according to UCOP criteria:

- Senior Management Group (SMG Executives) and employees earning more than $200,000 annually
- Employees who received a salary increase, including promotion, transfer, reclassification, equity adjustment, or any other salary increase, between 1/1/11 and 9/6/11

The merit increase effective date is retroactive to July 1, 2011. The payout is tentatively scheduled for 10/26/11 for biweekly-paid employees and 11/1/11 for monthly-paid employees.