From: Brenda Rebman, Acting Chief Human Resources Officer
Date: June 27, 2016

MERIT SALARY INCREASES APPROVED

Merit salary actions for non-represented career staff have been reviewed and approved.

The merit-based salary actions are differentially distributed based on documented performance, achievement of goals and overall contributions. The actions did not constitute an “across the board” application.

The percentage of merit increases are determined at the health system-wide level, and merit percentages differ, based upon overall rating levels achieved. The same approach was applied last year.

This year, leadership has determined the following increases for non-represented employees:

- Those who earned an “Exceptional” rating will receive a 3.5-percent merit increase.
- Those who earned an “Exceeds Expectations” rating will receive a 3-percent merit increase.
- Those who earned a “Fully Achieved Expectations” rating will receive a 2.5-percent merit increase.

Employees who are paid bi-weekly will see their initial merit increases on their July 27 earning statements. The retroactive payment for merit increases effective June 19, 2016, will be run separately in August and appear on earning statements that month.

Employees who are paid monthly will see their merit increases on their August earning statements. The effective date of their merit increases is July 1.

In addition, the salary ranges for both the legacy classification system and Career Tracks have been adjusted to provide staff with room within ranges to receive merit increases without exceeding the maximum of the range, which necessitated lump-sum payments last year for some employees.

Skilled Craft (K3) employees who are on steps will receive a separate communication regarding merit increases.

Thank you for your ongoing support and the contributions you have made through your hard work for UC Davis Health System.

Sincerely,

Brenda Rebman – Acting Chief Human Resources Officer