

UNIVERSITY OF CALIFORNIA

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE PRESIDENT

1111 Franklin Street
 Oakland, California 94607-5200
 Phone: (510) 987-9074
 Fax: (510) 987-9086
<http://www.ucop.edu>

February 14, 2000

**CHANCELLORS
 LABORATORY DIRECTORS
 SENIOR VICE PRESIDENT--BUSINESS AND FINANCE
 VICE PRESIDENT--AGRICULTURE AND NATURAL RESOURCES**

Delegation of Authority--Appointment and Compensation of Certain Senior Managers

Policy for appointment and compensation of senior managers is contained in several University sources. Sections 12.1(d), 12.2(b), 12.3(l), and 12.7(i) of the Bylaws and Sections 100.2(a) and (b) and 101.1(c) of the Standing Orders outline the Regental authority for the appointment of the Officers of the University. Academic Personnel Manual Section 240 defines the Chancellors' delegation to appoint Deans. Personnel Policies for Senior Managers, Appendix II, Policy II-21 further delineates the authority to appoint to a Senior Management position.

Effective March 1, 2000, the authority to appoint and compensate staff employees is delegated to you for Senior Management Group employees under your jurisdiction according to the following table.

GRADE	SALARY AUTHORITY
MSP I, II, III, IV, V, AND VI (Chart A)	THROUGH \$149,000
MSP VII, VIII, AND IX (Chart A)	UP TO \$160,000
NON-OFFICERS SMG A AND B (Chart B)	APPOINTMENT SALARY - BELOW \$160,000 SALARY INCREASES (OTHER THAN MERIT INCREASES) - BELOW \$160,000
NON-OFFICERS SMG C, D, AND E (Chart B) DEANS SMG I, II, III, AND IV (Chart C)	APPOINTMENT SALARY AND SALARY INCREASES (OTHER THAN MERIT INCREASES) - BELOW MIDPOINT OF SALARY GRADE RANGE OR REGENTAL THRESHOLD, WHICHEVER IS LESS

Attached for your convenience are grade range structures for Managers and Senior Professionals (Chart A), the Senior Management Group (Chart B), and Academic Deans (Chart C). The two new grades on Chart A, MSP VIII and IX (grade IX for Medical Centers), are reserved for "at will" positions to allow you greater flexibility for compensation, and are effective March 1, 2000.

Each campus and laboratory shall report to the Office of the President any actions taken under this delegation of authority for Senior Managers by forwarding a letter of information or action form to the Office of Senior Management Compensation and Benefits within thirty days.

This delegation supersedes the portion of my delegation to you on September 15, 1997 concerning Managers and Senior Professionals (DA 2087). Any redelegation of this authority shall be in writing with a copy to the Special Assistant--Coordination & Review and to the Assistant Vice President--Policy Planning and Research.

Sincerely,

Richard C. Atkinson
President

Attachments

cc: Members, President's Cabinet
Associate Vice President Boyette
Assistant Vice President Levin
Special Assistant Gardner
Principal Officers of The Regents