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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 12th Floor
Oakland, CA 94612-3550

January 4, 2012
Via Electronic Mail

Re: Recognition and Incentive Plans

Dear Union Leadership:

The University is in the process of clarifying and standardizing its policies and practices with regard to incentive compensation and recognition awards for staff.

The University is proposing to replace Personnel Policies for Staff Members 34 (Incentive Awards), dated July 1, 1996 with the revised Staff Policy 34, "Incentive and Recognition Award Plans—Managers & Senior Professionals and Professional & Support Staff." The proposed revised policy, a document entitled *THE FACTS: EMPLOYEE INCENTIVE AND RECOGNITION PAY* and the plan documents for the proposed two new cash award plans contemplated for implementation under the policy are posted at the following URL:

http://atyourservice.ucop.edu/employees/policies/policies/proposed_policies/index.html

The proposed two new (and only) plans contemplated for implementation under the proposed revised policy are:

- A plan for cash recognition awards entitled the **Staff Appreciation and Recognition (STAR) Plan**, and
- A plan for cash incentive awards entitled the **Clinical Enterprise Management Recognition Plan 2 (CEMRP2)**.

For exclusively represented staff, eligibility for participation in these proposed plans is subject to the terms of the applicable plan and, for STAR, on the results of future collective bargaining.

The proposed STAR Plan and CEMRP2 will be implemented for non-represented staff at the discretion of the Chancellor at their location. CEMRP2 would be restricted to Medical Center staff only.

Your comments are welcome. Please forward them via e-mail to karen.ernst@ucop.edu by February 6, 2011.

Recognition and Incentive Plans
January 4, 2012
Page 2

Sincerely,

A handwritten signature in black ink that reads "Karen Ernst". The signature is written in a cursive, flowing style.

Karen Ernst
Assistant Director- Labor Relations

Attachments

cc: Vice President Duckett
Director Dudley
Director Saxton
Senior University Negotiators
Labor Relations Managers