The California State University (CSU) Management Personnel Plan (MPP) Equity Increase Program has been updated to incorporate new procedures for vice presidential compensation pursuant to the Board of Trustees Resolution RBOT 01-08-01, requiring the chancellor to review and approve all vice presidential compensation actions.

This policy has been updated to incorporate the new compensation approval requirements for vice presidents and to provide additional clarification. Campus designees responsible for CSU compensation and employment programs should read the program guidelines listed below for more details. Changes are noted in underlined text.

**MPP Equity Increase Program:**

Presidents have MPP salary authority to address equity, including market, issues if needed. The following guidelines are to be followed when making an equity salary determination for an MPP employee:

- Equity salary increases may be authorized only by the president and the authorization may not be delegated.
- Equity salary increases are to be approved only in rare circumstances based upon appropriate documentation.

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**Overview**

**Audience:** CSU Presidents, HR Officers, AVPs/Deans of Faculty Affairs and campus designees responsible for administering compensation

**Action Items:** Follow new procedures for equity increases for vice presidential salary transactions

**Affected Employee Groups/Units:** All Management Personnel Plan (MPP) employees

**Summary**

This policy has been updated to incorporate the new compensation approval requirements for vice presidents and to provide additional clarification.
• Presidents are to report equity salary increases to the vice chancellor of human resources by January 31st of each year for the prior calendar year. The report is to include the following information: employee name; employee position; increase amount; increase effective date; and new salary rate.

Approval Process for Vice Presidents: Pursuant to the Board of Trustees Resolution RBOT 01-08-01, all vice presidential compensation must be approved by the CSU Chancellor and this authority cannot be delegated. As such, presidents must follow the approval procedure outlined in HR 2009-01 (Compensation for Vice Presidents).


Questions regarding MPP compensation may be directed to Human Resources Administration at (562) 951-4411.

GEB/en