

The California State University System

Memorandum

To: CSU Presidents

Date: July 1, 2002

From: Jackie R. McClain
Vice Chancellor
Human Resources

Richard P. West
Executive Vice Chancellor and CFO
Business and Finance

Subject: **MPP and Confidential Employees
2002/03 Employee Merit Salary Increase Program**

The Management Personnel Plan (MPP) and Confidential employees' merit salary increase program has been established for fiscal year 2002/03. The chancellor has approved a 1.68% compensation pool for MPP and Confidential positions. MPP and Confidential employees are to be awarded from a single pool, which cannot be augmented. Partial funding for the 2002/03 merit salary increase pool will be included in the final budget allocation for your campus.

Salary increases provided to individual MPP and Confidential employees are to be awarded based on meritorious performance as documented by the annual performance evaluation. Each campus must have in place evaluation plans outlining general criteria and procedures for consideration of MPP and Confidential salary adjustments and employees must be evaluated in accord with those plans. Please ensure that appropriate detailed documentation is available to support individual cases where there is no salary increase. Requests to pay employees above the Administrator I, II, and III range maximums must be approved by the campus president. Requests to pay above the Administrator IV level must be approved by the vice chancellor of human resources. Special attention should be given in setting MPP supervisors' salaries to ensure their compensation reflects an adequate differential over salaries of represented employees they supervise.

The campus MPP and Confidential employees' General Fund increase pool is enclosed with this memorandum. The calculation for determining the 1.68% pool is based on 2001/02 budgeted compensation for MPP and Confidential employees and the distribution by campus is based on the pro-rata share of 2000/01 actual MPP and Confidential employees' salaries and wages. This amount represents the total amount authorized for expenditure by the campus for the 2002/03 General Fund MPP and Confidential merit salary increase program. *No augmentation of this authorized expenditure amount is permitted.*

MPP and Confidential salary actions for employees in non-State funded and reimbursed positions should be consistent with the above criteria. Financing issues for non-State funded positions should be addressed to individuals responsible for non-State funded operations on each campus.

The 2002/03 MPP and Confidential employee merit salary increases are effective July 1, 2002, and campus payroll processing may proceed beginning July 22, 2002. (Individuals responsible for non-State funded operations on each campus may set increase effective dates for non-State funded employees.) Pay Letter and salary schedule updates reflecting range adjustments will be forwarded to each campus' Salary Schedule Coordinator in the near future. Revised MPP administrative grade level annual maximum rates, effective July 1, 2002, are noted below:

2002/03 Merit Salary Increase Program
July 1, 2002

Grade Level:	Maximum:	Grade Level:	Maximum:
Administrator I-12 month	\$66,768	Administrator I-AY	\$57,696
Administrator II-12 month	\$96,660	Administrator II-AY	\$83,712
Administrator III-12 month	\$130,548	Administrator III-AY	\$113,208
Administrator IV-12 month	\$178,920	Administrator IV-AY	\$154,536

For your information, Merit Bonus Programs for MPP and Confidential employees addressed in coded memorandum HR 2000-04 and HR 2000-15 respectively, continue to be available in fiscal year 2002/03.

Should you or your staff have any questions, please contact as follows:

Budget Issues	Rodney Rideau	(562) 951-4560
MPP, Salary or Benefit Issues	Pamela Chapin	(562) 951-4414

JRMcC/RW/gc&rr

cc: Chancellor Reed
Executive Vice Chancellor Spence
Acting Budget Director Rideau
Provosts/Vice Presidents for Academic Affairs
Vice Presidents for Administration
Human Resources Directors
Payroll Managers
Budget Officers

ATTACHMENT A

2002-03 MPP (M80) and Confidential (C99) Employees Merit Salary Increase*

Campus	1.5 % Increase Funded	1.68 % Increase Cost	Difference
Bakersfield	\$69,000	\$78,000	(\$9,000)
Channel Islands	25,000	28,000	(3,000)
Chico	148,000	166,000	(18,000)
Dominguez Hills	128,000	143,000	(15,000)
Fresno	170,000	191,000	(21,000)
Fullerton	212,000	237,000	(25,000)
Hayward	104,000	116,000	(12,000)
Humboldt	101,000	113,000	(12,000)
Long Beach	247,000	276,000	(29,000)
Los Angeles	181,000	203,000	(22,000)
Maritime Academy	32,000	35,000	(3,000)
Monterey Bay	106,000	118,000	(12,000)
Northridge	241,000	270,000	(29,000)
Pomona	157,000	176,000	(19,000)
Sacramento	180,000	202,000	(22,000)
San Bernardino	129,000	145,000	(16,000)
San Diego	288,000	322,000	(34,000)
San Francisco	198,000	222,000	(24,000)
San Jose	214,000	240,000	(26,000)
San Luis Obispo	191,000	214,000	(23,000)
San Marcos	95,000	106,000	(11,000)
Sonoma	145,000	163,000	(18,000)
Stanislaus	89,000	100,000	(11,000)
Chancellor's Office	286,000	320,000	(34,000)
Total	\$3,736,000	\$4,184,000	(\$448,000)

*Excludes salary-related benefits (OASDI, Medicare, and Retirement)