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April 13, 2009

**CHANCELLORS
INTERIM LABORATORY DIRECTOR ALIVISATOS
CHIEF EXECUTIVE OFFICERS—MEDICAL CENTERS**

Policy on Senior Management Group Salary and Appointment

Dear Colleagues:

Attached is the new policy on *Senior Management Group Salary and Appointment*. The policy was approved by The Regents effective September 1, 2008. At their March 2009 meeting, The Regents approved several revisions to the policy. The attached revised policy is effective March 1, 2009 and replaces Personnel Policies for Senior Managers II-37 (Establishment of Senior Management Positions, Titles, Salary Grades), II-30 (Salary), and II-21 (Appointment).

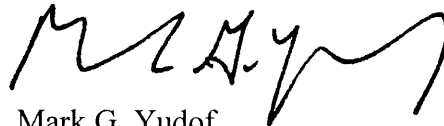
This policy provides clear, comprehensive direction for setting Senior Management Group (SMG) members' salaries and delineates responsibility and accountability for salary and appointment-related actions. The policy also provides direction and authority for appointing SMG members and for assigning SMG position titles, and for establishing, approving, and revising any salary and/or salary grade changes for these members. It also governs merit, promotional, equity, and retention increases; administrative stipends for temporary assignments; and eligibility for UC home loans.

The policy was reviewed by the Lawrence Berkeley National Laboratory, the campuses, and the Academic Council. In addition, employees were given an opportunity to comment. The policy will be made available on the following website:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/smg_hr_policies.html

In the near future, the *Implementation Procedures* and *Frequently Asked Questions* for the policy will be posted on the website as well.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. G. Yudof', with a stylized flourish at the end.

Mark G. Yudof
President

Attachment

cc: Members, President's Cabinet
Principal Officers of The Regents
Academic Senate Chair Croughan
Acting Associate Vice President Cammidge
Academic Personnel Directors
Chief Human Resources Officers
SMG Coordinators
Universitywide Policy Office