

**February 2, 2010 – sent via email**

TO: PPS Users  
FROM: Pamela Peterson  
Assistant Vice Chancellor, Academic Personnel  
RE: Compensation Thresholds Requiring Additional Approval

Dear Colleagues:

This is a reminder that any compensation for university employees (staff or academic) whose Total Cash Compensation (TCC) exceeds a specific threshold is subject to additional approval by the Chancellor, the UC Office of the President, or The Regents.

The TCC combines the annualized base salary (not including furlough reductions) with payments such as merit or equity increases, one-time payments, stipends, car allowances, bonus or incentive pay, relocation allowances, and other cash compensation.

Any compensation action for an employee who may exceed the threshold requires additional prior approval. Prior approval is coordinated through the Academic Personnel Office (APO). Thresholds for specific groups are listed below.

**Senior Management Group (SMG) Employees**

All compensation actions, except reimbursements within policy, require prior approval by The Regents. All OEU instructions for SMG employees are issued by the APO.

**Staff Employees (Excluding SMG)**

TCC is greater than \$214,000.

Compensation actions require additional approval.

**Academic Employees (including Ladder-Rank Faculty)**

TCC (excluding summer research salary for ladder-rank faculty) is greater than \$275,000.

Compensation actions may require additional approval.

If you have any employees who will exceed the thresholds listed above or if you have questions regarding compensation thresholds, please contact Joseph Johnson in the APO at [josephcj@ucsc.edu](mailto:josephcj@ucsc.edu) or x9-5380 prior to processing payroll actions. To ensure compliance, OEU instructions for employees who exceed the thresholds will be issued by APO.

Thank you for your assistance.