

June 27, 2014

Jean Wiesley
P&S Council President
RDC 110 0252

Eric Lukens
P&S Council Salary and Fringe Benefits
Committee Chair
CBB 15 0121

Dear Jean and Eric,

As follow up to your April 10, 2014, letter regarding the distribution of the 2.25% salary increase, a salary increase of 1% was allocated to employees who had performance reviews with a rating of "meets expectations and above." Also, an additional salary increase of 1.25% was allocated on the basis of meritorious job performance for employees rated "meet expectations and above."

Per your recommendation that I agreed to, if any money was taken "off the top" for individual salary adjustments by a division, it would be limited to .25% and the funds would be taken from the meritorious portion of the increase.

The following is a summary of each division and the amount of funds taken "off the top" from the meritorious portion of the increase, and the number of staff impacted.

- President's = \$0
- Academic Affairs = \$0
- Administration & Financial Services = \$0
- Student Affairs = \$4,034 (.125%) for 7 staff
- Advancement = \$0

If you have any questions regarding this information please let me know. Thank you for your leadership and service, and I look forward to working with both of you and the entire P&S Council in the future.

Purple for Life!

William N. Ruud, Ph.D.
President

cc: *via email only*

Michelle Byers, Human Resource Services Director
Gloria Gibson, Executive Vice President & Provost
Terry Hogan, Vice President for Student Affairs
Michael Hager, Vice President for Administration & Financial Services
Bill Calhoun, Vice President for University Advancement