



UNIVERSITY OF CALIFORNIA MERCED
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UCM DA 173

SEPTEMBER 7, 2018

VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER

RE: Delegation of Authority – Appointments, Promotions, Demotions, Dismissals, and Compensation of Certain Staff Personnel (Presidential DA 2087, PPSM 30 and PPSM 34)

On September 15, 1997, the President delegated authority to Chancellors within their areas of jurisdiction and with appropriate restrictions regarding appointments, promotions, demotions, dismissals, and compensation of certain staff personnel.

- Personnel Policy for Staff Members (PPSM) 30 sets forth provisions related to compensation
- PPSM 34 sets forth provisions related to incentive awards

Effective immediately, as Chancellor and pursuant to the authority delegated to me by the President, I delegate the following to you within your area of responsibility:

- Authorization to appoint, promote, demote, and dismiss staff employees
- All actions shall follow the "one-step-up" rule where supervisors must consult their supervisor before approving an action for an employee that directly reports to them.
- Establish local salary ranges in accordance with prevailing market practices up to the maximum grade of the Managers and Senior Professionals salary ranges
- Distribute range adjustment funding in accordance with University wide guidelines and within annual funding parameters.
- Establish trainee rates below the minimum of the range for the appropriate staff classifications.
- Determine eligibility for merit and annual salary increases,
- Approve administrative stipends more than one year in duration.

- Approve salary increases exceeding 25 percent for Professional and Support Staff and Managers and Senior Professionals.
- Source of Authority: [Presidential DA 2087](#), [PPSM 30](#) and [PPSM 34](#).
- This authority may be re-delegated only to specific designees.

This Delegation supersedes the associated delegation in UC Merced DA 047.

Sincerely,

Dorothy Leland
Chancellor

cc: Director of Policy and Accountability, Sheryl Ireland