

From: Green, Suzanne E
Sent: Thursday, January 18, 2007 6:00 PM
To: Farrand, Scott
Cc: Perez, Steve; Wagner, David L.
Subject: FW: MPP salary analysis

Attachments: MPP data 03-06.xls; MPP Raises '06.xls

Scott - We've reviewed the lists of 131 MPPs showing salary increases of \$836,433 from 05/6 to 06/7. The list is not an accurate representation of the GF MPP merit/equity awards because it includes 40 individuals who received increases from either non-General Fund sources, or due to appointment to new positions (either interim, based on a significant reassignment of responsibilities, or due to a selection in a search process). Here's a break-down:

23 employees on the list have their salaries reimbursed from non-General Fund sources, and so their increases are not part of the GF merit/equity pool. These employees work for auxiliaries (University Union, ASI, UEI, CPR) or enterprise funds (housing, parking, student health services, etc.), which are responsible for their salary and benefit costs.

17 individuals received increases due to taking on significant new responsibilities (appointed after a search process, appointed to an interim or significantly expanded job, etc.), and therefore are not part of the merit/equity pool awards. One of these folks had both significant new responsibilities and moved from a part-time to a full-time job, so the compensation increase reflects both changes.

The remaining 91 MPP's represent only a partial picture of MPPs who received merit/equity increases. 108 MPP's received merit/equity increases; the average increase for this group was 3.1%.

The balance of the unawarded MPP pool will remain available to the President to use for MPP equity increases as needed.

Thanks for sharing the data so we could provide additional information to help understand it more fully. -Suzanne.

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-----Original Message-----

From: Farrand, Scott [mailto:farrands@saclink.csus.edu]
Sent: Tuesday, January 16, 2007 7:32 PM
To: sgreen@csus.edu
Subject: MPP salary analysis

Suzanne,

I have attached two documents. One is basically the document that the university released showing all MPP salaries for each of four years. I think that the only thing I did to the document was to add a cell giving the total MPP annual salaries. That shows \$14,478,298 in total MPP annual salaries in 2005 and \$16,563,847 in 2006.

I looked at which people were included on both the 2005 and 2006 lists, and collected their names and annual salaries for the two years on the second document. I found 131 people, whose combined annual salaries were \$836,433 more in 2006 than in 2005.

I can see several sources for discrepancy between the data you summarized and the data I found. One is that your data stemmed from a specific date of employment, which is probably a poor match with what I examined. There might be some people who worked less than a year so their annual salary wasn't their actual salary. Some of these people might have changed jobs and thus received pay increases that aren't part of the pool for raises. But I don't envision these sources supplying all of the explanation, as the discrepancy between my analysis and yours is quite large. I believe that I am missing something significant, so I am hoping that you can find it so that I can understand it.

I appreciate your willingness to help me to understand this. If you want to meet to talk about it (e.g., if that is easier than emailing), please let me know -- my schedule is flexible.

Thanks!

--Scott