



TO: University Employees who are Members of the University of Saskatchewan Faculty Association (USFA)

FROM: Cheryl Carver
Director

DATE: July 29, 2011

SUBJECT: **July 1, 2011 Salary Adjustments for University Employees who are Members of USFA**

We are pleased to provide a summary of the salary adjustments, effective July 1, 2011, for university employees who are members of USFA. These increases are provided as outlined in *Memorandum of Agreement No. 1, Implementation of New Agreement*, in the USFA collective agreement.

General Market Adjustment

General market adjustments are provided to ensure salaries remain competitive and aligned with the university's objective to retain outstanding faculty.

A general market adjustment of 4.0%, plus an additional \$300 (prorated based on full-time equivalency), was applied to your base salary effective July 1, 2011. These adjustments allow the university to continue to make significant progress against our 75th percentile market strategy.

Career Development Increase

Career Development Increases (CDI) are given in recognition of added experience, ability and scope of responsibilities. They are granted to all employees whose duties are performed at a level of competence acceptable for each rank and who are eligible according to Article 18 in the USFA collective agreement.

A 4% adjustment to the CDI value for all ranks was implemented effective July 1, 2011. Any faculty whose appointment took place after October 1, 2010, and have CDI eligibility, were provided with a prorated CDI based on the number of months worked in the 2010-11 academic year.

A 4% adjustment, plus an additional \$300, was also applied to all salary scales effective July 1, 2011. The 2011-12 salary scales can be reviewed on the Human Resources website at http://www.usask.ca/hrd/docs/USFA_2010_2013_Salary_Ranges.pdf.

All salary increases are viewable on PAWS on your July 2011 pay statement. To view this information sign into PAWS at <https://paws.usask.ca> and navigate to the "Admin Services" tab, "My Employment", "Compensation History".

If you have any questions regarding the information contained in this memo please contact Steve Laycock at 966-1677 or at steve.laycock@usask.ca.

Sincerely,



Cheryl Carver
Director

CC/cmi