



*Human Resources*  
**MEMORANDUM**

---

**TO:** Exempt Staff

**CC:** Deans, Department Heads, and Senior Administration

**FROM:** Cheryl Carver  
Director, Human Resources

**DATE:** February 23, 2009

**SUBJECT:** Exempt Compensation

---

Currently, the Exempt compensation model is being reviewed to ensure the on-going alignment in support of our long-term compensation strategies. These strategies include market based competitiveness, strong performance based rewards, and long-term financial sustainability.

As part of this review process, we will be ensuring that our compensation model continues to align with market to support our recruitment and retention practices, balanced against the current economic challenges faced by the University. Any changes to the Exempt compensation model will be brought to the May Board of Governors' meeting and be effective retroactively to March 1, 2009.

The Salary Review Committee will take place in June to review position review applications and merit recommendations. **The deadline for completed position reviews and merit recommendations will be April 30<sup>th</sup>.**

This year we will also be sending out a short survey to all Exempt staff asking for feedback on their total compensation package (base pay, benefits and pension).

Thank you for your continued patience and support.

If you have any questions, please contact Steve Laycock at 966-1677 or at [steve.laycock@usask.ca](mailto:steve.laycock@usask.ca).

Sincerely,

A handwritten signature in blue ink, appearing to be "CC", written over a horizontal line.

Cheryl Carver  
Director, Human Resources

CC/mdb