



RALPH J. HEXTER  
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March 16, 2016

Dear Colleagues:

We're pleased to officially launch the start of our 2015-16 annual performance review process.

Our Pay for Performance (P4P) program provides competitive performance-based compensation that rewards employees for their accomplishments. This year's 3 percent merit pool will allow flexibility to reward higher performance with higher pay. Merit allocations must stay within the total absolute dollars at the Dean and Vice Chancellor levels.

We've listened to feedback and have made some improvements to the program, including:

- Updating the rating categories to ensure they more clearly reflect the high quality of work performed by employees.
- Providing better tools to support employees and supervisors throughout the process.
- Building a stronger framework for teams to improve consistency in evaluations across the organization.

All completed performance reviews must be submitted to Human Resources online by **June 10, 2016**.

For more detailed information about the program, including helpful tools and timelines for employees and supervisors, please go to [P4P.ucdavis.edu](http://P4P.ucdavis.edu).

We appreciate your continued support and cooperation in partnering with us to deliver a pay for performance program for our non-represented employees.

Sincerely,

Handwritten signature of Ralph J. Hexter in black ink.

Ralph J. Hexter  
Provost and Executive Vice Chancellor

Handwritten signature of Dave Lawlor in blue ink.

Dave Lawlor  
Vice Chancellor and CFO