

McGill Salary Policy

Some Notes

**MAUT Fall General Meeting
November 13, 2014**

**David Lowther
MAUT President-Elect**

Goals

- The intention of these slides is to provide some background to the current McGill Salary policy with the intention of organizing a forum on salary policy in the New Year.
- There seems to be a large amount of confusion related to both the policy and its implementation –the information in the next slides may help

ATB and Merit

- The salary policy for each year is constructed around a percentage increase based on the salary mass of the academic staff.
- The amount that this represents is then divided into two components.
- The ATB amount is given to everyone and removes a component from the available sum
- The amount remaining is divided into a set of “merit awards” based on 5 categories.
- Each merit category has a lump sum increase associated with it

Merit Awards

- Within each Department a performance review is carried out and the academic staff are ranked.
- The ranking is then divided into categories, with a rule that no more than 50% of the academic staff can be placed in any one category and the total amount of the awards must not exceed the total amount allocated to the Department.
- The amounts allocated to each category vary each year depending on the overall percentage decided on and the ATB component.

Merit Awards

- In determining the merit levels, a relatively simple algorithm is applied:
- Level 5 is ATB only, i.e. a merit award of zero
- Level 4 together with the ATB amount should match the inflation rate for the average academic salary.
- Once these are set, the increments of levels 1, 2, and 3 are equal

Merit Data for the past 4 years

Category	2010		2011		2012		2014	
1	676	34%	706	36%	780	38%	965	46%
2	659	33%	655	33%	631	30%	689	33%
3	385	19%	319	16%	314	15%	192	9%
4	152	8%	124	6%	142	7%	160	8%
5	30	1%	91	5%	102	5%	14	1%

Note:

- 1.The percentage of increases in categories 4 and 5 has been around 10%
- 2.The percentage of increases in categories 1 and 2 has been around 70%
- 3.The percentages do not sum to 100% because of small populations of Category 6 and 7 each year.
- 4.The 2014 data represents 2 years because of the freeze in 2013

Questions?