

Salary Approval Matrix

Salary Action	Department Authority	<u>Individuals Identified by Division Leaders who have been trained by P&C</u>	<u>Vice Chancellor Authority</u>	People & Culture Authority
New Hire and Promotional Salary Setting	Hiring Manager: Up to midpoint <i>(units may have more restrictive policies - follow the unit-specific policies and procedures)</i>	--	Above midpoint, including above salary grade maximum	Campus Compensation: Above \$424,200 (as of 7/1/26)
Equity and Reclassification Increase	--	Resulting salary is 1) below midpoint or 2) approving equity increases above the midpoint of the range for an employee whose salary is already above the salary range midpoint , including increases in connection with reclassifications (using the range of the new classification), of up to 10% for an individual employee in a rolling twelve (12) month period (excluding annual merit or across the board increases). Salary increases greater than 10% for an employee whose current salary is below the salary range midpoint resulting in a salary over the salary range midpoint need to be submitted to Compensation for approval.	Increase results in salary above the salary range maximum	Campus Compensation: Resulting salary is above midpoint and total increase is >10%

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Counter Offers	--	Resulting salary is 1) below midpoint or 2) approving equity increases above the midpoint of the range for an employee whose salary is already above the salary range midpoint , including increases in connection with reclassifications (using the range of the new classification), of up to 10% for an individual employee in a rolling twelve (12) month period (excluding annual merit or across the board increases). Salary increases greater than 10% for an employee whose current salary is below the salary range midpoint resulting in a salary over the salary range midpoint need to be submitted to Compensation for approval.	Increase results in salary above the salary range maximum	Campus Compensation: Resulting salary is above midpoint and total increase is >10%
Administrative Stipends	Up to one year and less than 25%	--	--	Campus Compensation: More than one year in duration AVC-HR: More than 25% and/or more than two years in duration
Salary Actions for <u>Represented Employees</u>	All actions should go through Campus Compensation, who will facilitate Labor Relations engagement with the bargaining unit.			

Individuals Identified by Division Leaders who have been trained by P&C:

Office of the Executive Vice Chancellor and Provost	Andrea Lambert-Tan, Kristine Lee Wilby
College of Chemistry	Marissa Gardner-Saraf
College of Engineering	
College of Environmental Design	Susan Retta, Sarah Baughn
College of Letters and Science	Amy Robinson, Nick Dear, Wanda Nieters
College of Letters and Science, Division of Arts and Humanities	Les Gorske
College of Letters and Science, Division of Biological Sciences	Heidi Wagner, Maya Woodson Turman
College of Letters and Science, Division of Mathematical and Physical Sciences	Wanda Nieters
College of Letters and Science, Division of Social Sciences	Yeri Caesar-Kaptoech
College of Letters and Science, Undergraduate Studies	Rebecca Sablo, Adri Martinez
College of Division of Computing, Data Science, and Society	Julie Niedermayr, Thao Thompson
Goldman School of Public Policy	Merle Hancock, Shelby Hunt
Berkeley School of Education	Allyson Cesario
Haas School of Business	Therese Madden
School of Journalism	Jon Phillips
School of Information	Jenny Collins
School of Law	Kristin Theis-Alvarez
School of Public Health	Seana Van Buren
Rausser College of Natural Resources	Lee Borrowman
School of Social Welfare	Dana Kowalski

Individuals Identified by Division Leaders who have been trained by P&C:

Summer Sessions, Study Abroad, Lifelong Learning, and University Extension (SSALLEX)	Moon Jang-Shinn
Wertheim School of Optometry & Vision Science	Monica Porter
Academic Senate, Berkeley Division	Jocelyn Banaria
Graduate Division	Julia Aragon, Quin Hussey
Office of the Chief Information Officer	Terence Phuong, Lupe Leon
Office of the Executive Vice Chancellor and Provost	Kristine Lee Wilby
Office of the Vice Chancellor for Equity and Inclusion	Fabrizio Mejia, Talitha Ann Green Ling , Amber Johnson
Office of the Vice Chancellor for Research	Elise Magno, Elizabeth Brashers, David Castellanos
Office of the Vice Chancellor for Finance	Amy Gardner
Office of the Vice Provost for Undergraduate Education	Catherine Cronquist Browning
Office of the Vice Provost for Faculty	Dana Jantz
Office of the Vice Provost for Academic Planning	Rebecca Sablo
Administration	Courtney Chandler
University Library	
Student Affairs	Beth Pearce, Jill Rodde , Layla M Naranjo
UDAR	Kim Sapp Dinwiddie , Nancy McKinney
Chancellors Control Unit	Megan Landin

Vice Chancellor Authority for New Hire and Promotional Salary Setting Actions (Note: Individuals Identified by Division Leaders who have been trained by P & C do not have this authority)

Control Unit	Where Authority Rests
Chancellor	• Midpoint - Maximum: Director of Cal Performances, Director of BAM/PFA, Associate Chancellor, Athletic Director • Above Maximum: Chancellor
Executive Vice Chancellor and Provost (EVCP)	• Midpoint - Maximum: Deans, Vice Provosts, University Librarian • Above Maximum: EVCP
Research	• Vice-Chancellor
Administration	• Vice Chancellor
Finance	• Vice Chancellor
University Development and Alumni Relations (UDAR)	• Midpoint - Maximum: Associate Vice Chancellor - Constituent Programs, Associate Vice Chancellor - Development, Associate Vice Chancellor - Advancement Operations • Above Maximum: Vice Chancellor
Student Affairs	• Vice Chancellor
Equity and Inclusion	• Vice Chancellor