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| **Salary Action** | **Department Authority** | **Individuals Identified by Division Leaders who have been trained by P & C \*** | **Vice Chancellor Authority** | **People and Culture Authority** |
| **New Hire and Promotional Salary Setting** | Hiring Manager: Up to midpoint | -- | Above midpoint, including above salary grade maximum | Campus Compensation: Above $330,000 |
| **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% |
| **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 durationAVC-HR: More than 25% and/or more than two years in duration |
| **Salary Actions for Represented Employees** | All actions should go through Campus Compensation, who will facilitate bargaining unit and Labor Relations engagement |

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

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| **Organization** | **Approval Authority** |
| Office of the Executive Vice Chancellor and Provost | Andrea Lambert-Tan |
| College of Engineering | Dat Le |
| College of Environmental Design | Susan Retta |
| College of Letters and Science | Amy Robinson and Nick Dear |
| College of Letters and Science, Division of Biological Sciences | Heidi Wagner |
| College of Letters and Science, Division of Mathematical and Physical Sciences | Wanda Nieters |
| College of Letters and Science, Division of Social Sciences | Holli Griffin Strauss |
| College of Letters and Science, Undergraduate Studies | Rebecca Sablo |
| Division of Computing, Data Science, and Society | Rebecca Miller |
| Goldman School of Public Policy | Sandi Ketchpel |
| Berkeley School of Education | Allyson Cesario |
| Haas School of Business | Courtney Chandler |
| School of Journalism | Annette Garcia |
| School of Law | Charles Cannon |
| School of Public Health | Seana Van Buren |
| Rausser College of Natural Resources | Lee Borrowman |
| School of Social Welfare | Dana Kowalski |
| 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 | Denzil Streete |
| Office of the Chief Information Officer | Terence Phuong |
| Office of the Executive Vice Chancellor and Provost | Kristine Lee Wilby |
| Office of the Vice Chancellor for Equity and Inclusion | Fabrizio Mejia |
| Office of the Vice Chancellor for Research | Elizabeth Brashers |
| Office of the Vice Provost for Undergraduate Education | Cynthia Bumgarner |
| Office of the Vice Provost for Faculty | Dana Jantz |
| Office of the Vice Provost for Academic Planning | James Ford |
| University Library | Susan Swarts |
| Student Affairs Control Unit | Beth Pearce |
| University Development and Alumni Relations Control Unit | Ron Coverson |
| Equity and Inclusion Control Unit | Debbie Fong |
| Undergraduate Education Control Unit | Monica Garcia |
| Administration Control Unit | Janet Speer |