

PPSM-30: Compensation

Responsible Officer:	Vice President – Systemwide Human Resources
Responsible Office:	SHR – Systemwide Human Resources
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Scope:	All staff members in the Managers & Senior Professionals and Professional & Support Staff personnel groups. Compensation for members of the Senior Management Group is covered by the policy on Senior Management Group Appointment and Compensation (Regents Policy 7701) .

Campus Policy Contact:	Campus HR Policy Coordinator
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I. POLICY SUMMARY

This policy describes compensation, hours of work, and related components for employees in the Managers & Senior Professionals (MSP) and Professional & Support Staff (PSS) personnel groups.

II. DEFINITIONS

Detailed information about common terms used within Personnel Policies for Staff Members (PPSM) can be found in [PPSM-2 \(Definition of Terms\)](#).

Additional Cash Compensation: Any monetary payments that an employee receives beyond their base salary.

Ancillary Pay: For the purposes of this policy, ancillary pay includes shift differential, weekend differential, on-call pay, call-back pay, and certification pay. Call-back pay applies to non-exempt employees only.

Downward Movement: The voluntary change initiated by an employee from one position to another position which has a lower salary grade and/or range maximum in order to, for example, learn new skills or gain experience in a new field.

Dual Employment: When a staff employee is approved to hold multiple appointments that together exceed 100 percent. It is expected to be rare for employees to hold dual employment..

Equity Increase: A pay increase made to appropriately align an employee's base salary with the level of compensation provided to internal or external comparators.

General Increase: An identical pay raise, up to but not exceeding the salary range maximum, that is given to all eligible employees. A General Increase can be provided either as a flat rate or as a percentage of salary.

Indexed Compensation Level (ICL): The total cash compensation benchmark for certain compensation approval and reporting requirements. The ICL is adjusted annually in accordance with the California Consumer Price Index (CPI) Urban Consumers for all items as determined by the Bureau of Labor Statistics and as reported to the Board of Regents.

Individual Salary Steps: Individual salary steps occur in a step-based salary structure where there are numbered steps in sequential order with an incremental rate increase between each step.

Job: A broad-based collection of key responsibilities, knowledge and skills used to identify work that is of the same nature and performed at the same level by one or more employees throughout the University. **Job Title:** Also known as job classification, a short descriptor used to link a job and a position. A position's job title may differ from the working title used by the employee.

Maximum of the Salary Range: The highest salary rate assigned to a salary range.

Merit Increase: A salary increase designed to reward performance.

Midpoint of the Salary Range: The salary rate that represents the middle of a salary range.

Minimum of the Salary Range: The lowest salary rate assigned to a salary range.

Multiple Appointments: When an employee holds two or more appointments that are each less than 100 percent, but the combined total of all appointments does not exceed 100 percent.

On-call: Time during which an employee must be available to be called to work. On-call is considered "unrestricted" when the employee is free to engage in activities for their own purposes and is considered "restricted" when the employee is required to restrict personal activities so that the time cannot be used effectively for their own purposes.

Over-Schedule: Time worked that exceeds an employee's regular daily schedule on pay status. Over-schedule applies to non-exempt employees only.

Overtime: Generally, time worked that exceeds 40 hours on pay status in a workweek. Overtime applies to non-exempt employees only.

Position: A specific set of duties, responsibilities, knowledge, skills, level of supervision, and other requirements which are based on a job and that comprise the work assignment of an individual employee at a particular location.

Premium Overtime: Compensation at the rate of at least 1½ times the regular rate of pay. Premium overtime applies to non-exempt employees only and is generally paid when an employee's hours worked exceed 40 in one workweek.

Reclassification, Downward: The movement of a position through classification review to a job code with a lower salary grade and/or range maximum.

Reclassification, Lateral: The movement of a position through classification review to a job code with the same salary grade and/or range maximum.

Reclassification, Upward: The movement of a position through classification review to a job code with a higher salary grade and/or range maximum.

Salary Grade: A pay level within a salary structure assigned to a group of jobs of the same or similar value.

Salary Range: The range of pay from minimum to maximum established for a salary grade or job.

Shift/Weekend Differential Additional pay beyond the straight-time rate of pay to compensate for work performed during an evening, late night, or weekend shift. Shift/weekend differential pay is subject to the same payroll deductions as the straight-time rate of pay.

Straight-time Overtime: Overtime compensation at the straight-time rate of pay. Straight-time overtime applies to non-exempt employees only and is generally paid when an employee's hours on pay status (but not actual time worked) exceed 40 in one workweek.

Straight-time Rate of Pay: The rate equal to the employee's base pay rate for their position exclusive of any differentials.

Systemwide Guidelines: For the purposes of this policy, a document issued by the Office of the President that describes the scope, eligibility criteria, amount, and effective date for Systemwide Salary Programs.

III. POLICY TEXT

A. Fair Labor Standards Act (FLSA) Exemption Status

The systemwide Compensation Office, in compliance with the legal requirements of the FLSA, establishes the overall FLSA exemption status for jobs. Requests to change the FLSA exemption status for a job(s) must be submitted to the Vice President– Systemwide Human Resources for approval.

Positions should use the FLSA exemption status assigned to the associated job; however, the Executive Officer is authorized to change the FLSA exemption status for individual positions at their location, in compliance with the legal requirements of the FLSA, if (1) the position does not pass the FLSA salary basis test, or (2) the employee holds more than one position, and the associated jobs have different

FLSA exemption statuses. The Executive Officer may delegate this authority only to the Chief Human Resources Officer (CHRO); no further redelegation is allowed.

B. Salary

1. Salary Ranges

a. Establishing Ranges

In consultation with the Office of the President, the Executive Officer will establish local salary ranges for salary grades and jobs without salary grades at their location at a level at least consistent with federal, state, and local minimum wage provisions in the communities where the Executive Officer is located. Salary ranges must have a minimum, midpoint, and maximum.

b. Adjustments

Locations and their health enterprises may not adjust their salary ranges for staff. This includes the Office of the President and Agriculture and Natural Resources but does not include Lawrence Berkeley National Laboratory.

In consultation with the Office of the President, the Executive Officer may adjust salary ranges at their location in accordance with existing market practices. Adjustments of salary ranges without individual salary steps do not automatically increase the salary paid to an employee; however, these adjustments do provide increased potential for within-range salary advancement.

c. Individual Pay

For all eligible appointments, an employee must be paid at a rate no less than the UC minimum wage established by the President.

An employee's salary must be within the salary range that is assigned to the job title based on the associated position's duties and responsibilities; any exceptions must be approved in accordance with Section IV.C.1 of this policy.

d. Pay Transparency

To promote accountability and transparency, the University may disclose employee compensation information in accordance with the University's policy on [Public Disclosure of Compensation Information](#).

The University will not discipline, discriminate, or retaliate against employees or applicants for discussing, disclosing, or asking about their own pay or that of another employee or applicant.

Employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot

disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the University; or (c) consistent with the University's legal duty to furnish information.

e. Access to Salary Range Information

The University will provide an employee the salary range for the position in which the employee is currently employed. Refer to FAQ #1 for instructions on determining an employee's current salary range.

2. Systemwide Salary Programs

a. General Increases

For employees who hold career or partial-year career appointments, general increases are authorized through systemwide guidelines. In accordance with the systemwide guidelines, the Executive Officer will determine eligibility for general increases for employees who hold limited, floater, or casual/restricted appointments and will determine eligibility for employees who hold contract appointments based on the provisions of their contracts.

b. Merit Increases

Merit increases are authorized through systemwide guidelines. The Executive Officer will establish local merit guidelines in accordance with the systemwide guidelines.

An employee who holds a career or partial-year career appointment is eligible to be considered for a merit increase. A performance appraisal must have been completed for the employee within the 12 months preceding the approval of any merit increase. Refer to [PPSM-23 \(Performance Management\) for more information](#). The merit increase awarded to an eligible employee is based on performance as it relates to current pay and assigned responsibilities. In accordance with local merit guidelines, other factors may also be considered when determining an employee's merit increase amount, such as the position of the employee's current pay within the salary range, performance relative to peers, pay relative to peers and the market, and availability of funds.

In accordance with the systemwide guidelines, the Executive Officer will determine eligibility for merit increases for employees who hold limited, floater, or casual/restricted appointments and will determine eligibility for employees who hold contract appointments based on the provisions of their contracts.

3. Individual Salary Actions

Individual salary actions must be approved by the Regents, President, Chancellor, or other appropriate authority in accordance with Section IV.C.1 of this policy and local guidelines. Locations should set salaries consistent with the University's commitment to pay equity.

a. Salary Increases

A salary increase may be granted upon promotion, equity review, upward reclassification, lateral transfer, to bring an employee's salary to the minimum of the salary range in accordance with Section III.B.1.c, or upon downward movement if required to align individual pay with internal salary setting practices. Salary increases must be approved in accordance with Section IV.C.1 of this policy.

b. Salary Decreases

A salary decrease may occur upon (1) downward movement; or (2) demotion related to corrective action per [PPSM-62 \(Corrective Action\)](#). The resulting salary should be within the salary range of the new classification.

If an employee's salary rate is above the maximum of the salary range of the new classification, the employee will not be granted base salary increases until such increases are appropriate within the salary range.

c. Equity Increases

An equity increase may be approved in accordance with Section IV.C.1 of this policy.

An equity increase may be warranted if there is:

- Difficulty retaining or recruiting staff in specific functions or with specialized skills, or due to competitive market salaries;
- Salary inequity between employees with comparable job responsibilities;
- Salary compression between supervisors and their employees; or
- Changes in assigned functions or work tasks that increase the scope and complexity of the position but do not elevate the position to a higher classification.

Locations may also choose to conduct comprehensive salary equity reviews to determine whether there are salary inequities for specific jobs that require remedy. If such reviews are conducted, the Executive Officer will determine the timing and scope of the reviews. Increases that are implemented due to comprehensive salary equity reviews must be reported to the systemwide Compensation Office.

4. Order of Salary Actions

If more than one salary action takes place on the same date, actions occur, as applicable, in the following order:

- a. Systemwide Salary Program action resulting from a general increase;
- b. Merit increase;
- c. Individual salary action resulting from promotion, reclassification, lateral transfer, demotion, or equity increase; and
- d. Salary range adjustment.

5. Retroactive Salary Actions

A salary action not approved within the following timeframes is considered retroactive and is an exception to this policy that must be approved in accordance with Section IV.C:

- For employees in the MSP personnel group whose total cash compensation is greater than the Indexed Compensation Level: within 45 calendar days of the date the action is effective.
- For all other employees covered by this policy: within six calendar months of the date the action is effective.

6. Perquisites

An employee will be provided with meal and/or housing perquisites when they are required as a condition of employment and for the convenience of the University. The Executive Officer will determine when meal and/or housing perquisites are required and the amount of such perquisites in accordance with prevailing market practices. If applicable and consistent with the appropriate laws and regulations, the value of meals and/or housing is included as part of compensation in calculating the regular rate of pay for determining premium overtime pay.

7. Additional Cash Compensation

An employee appointed at 100 percent time cannot receive additional cash compensation from the University for any work or services related or unrelated to the employee's appointment, regardless of source or type of payments, unless the additional cash compensation is provided for in Sections III.B.7.a-c below. A University employee may not be allowed to enter into a contract to provide goods or services to the University outside of their employment. See PPSM 82 (Conflict of Interest) and Business and Finance Bulletin 43 (Materiel Management). In accordance with local procedures, departments will consult the central Human

Resources office to determine whether additional cash compensation is permissible under this policy. An employee's FLSA status should be considered when determining the type of additional cash compensation to provide.

a. Cash Compensation Paid as Part of an Employee's Position Responsibilities

- Payments for overtime earned by non-exempt employees (Section III.D)
- Ancillary pay (Section III.E)

b. Cash Compensation Paid for Duties Performed in Addition to an Employee's Position Responsibilities

- Payments for teaching University Extension courses outside the employee's normal working hours, whether or not the course subject is related to the responsibilities of the employee's appointment (a separate appointment must be created for an employee who teaches University Extension courses)
- Administrative stipends payable under Section III.B.8 below

c. Other Cash Compensation

- Incentive and recognition awards payable under [PPSM-34 \(Incentive and Recognition Award Plans – Managers & Senior Professionals and Professional & Support Staff\)](#)
- Retention pay

8. Administrative Stipends

An administrative stipend may be provided when an employee is temporarily assigned additional duties for a period of at least 20 consecutive working days.

Stipends may be paid for performing: (a) a substantial assignment of higher-level duties; (b) the full duties of a higher-level position (an interim or acting position); or (c) other duties that are significant in nature and that require effort well beyond a position's defined scope.

The stipend amount cannot exceed 25 percent of the employee's base salary and must be approved in accordance with Section IV.C.1 of this policy. The payment of administrative stipends is intended to be temporary and generally should not exceed 12 months; however, if necessary, one extension of up to an additional 12 months may be approved in accordance with Section IV.C.1 of this policy. An extension of an administrative stipend beyond 24 months is an exception to this policy.

Stipend amounts should be determined based on local salary setting guidelines

and should not result in a pay rate that exceeds the amount an employee would be paid if the temporary work became permanent.

For non-exempt employees, administrative stipends are included as part of compensation in calculating the regular rate of pay for determining premium overtime pay.

9. Dual Employment

a. Employees with Full-Time Appointments

Dual employment may be approved for an employee appointed in a PSS staff appointment at 100 percent if:

- There is a legitimate business reason to approve dual employment, such as the employee has difficult-to-recruit skills or qualifications;
- The additional appointment is at the same location as the employee's full-time appointment and consists of duties that are different from the employee's primary job;
- The additional appointment does not exceed 20 percent;
- The duration of the additional appointment does not exceed 12 calendar months;
- The time worked in the additional appointment will not have a negative impact on the employee's performance; and
- The employee's full-time department head agrees to the arrangement.

b. Employees with Part-Time Appointments

Dual employment may be approved for an employee with a part-time staff primary appointment if:

- There is a legitimate business reason to approve dual employment, such as the employee has difficult-to-recruit skills or qualifications;
- The additional appointment is at the same location as the employee's primary appointment and consists of duties that are different from the primary appointment;
- The duration of the additional appointment does not exceed 12 calendar months;
- The time worked in the additional appointment will not have a negative impact on the employee's performance; and
- The combined appointments do not exceed a total of 120 percent.

Use of dual employment is expected to be rare. Locations are encouraged to reduce an employee's appointment percentage before pursuing dual employment.

An employee's FLSA status should be assigned consistent with Section III.A. Dual employment must be approved in accordance with Section IV.C.1. FLSA rules regarding the payment of overtime still apply in dual employment situations per Section III.D.

10. Multiple Appointments

Multiple appointments occur when an employee holds two or more appointments that are each less than 100 percent, but the combined total of all appointments does not exceed 100 percent.

It is permissible for employees to hold multiple appointments at multiple locations. Multi-location appointments that, when added together, exceed 100 percent are not permitted under [Accounting Manual P-196-38 \(Interlocation Transfers and Appointments\)](#).

C. Hours of Work

1. Exempt Employees

For compensation purposes, the workweek for a full-time exempt employee is generally considered to be 40 hours, although greater emphasis is placed on meeting the responsibilities assigned to the position rather than working a specified number of hours. During the workweek, an exempt employee is expected to work their regular schedule and to generally be available as business requires. To establish an appointment percentage for a part-time exempt employee, the number of hours the employee will generally be expected to work on a weekly basis as part of their regular schedule will be divided by 40 hours.

An exempt employee is paid an established salary and does not receive overtime compensation or compensatory time off. An exempt employee may only receive additional compensation beyond the established salary for their position as provided in Sections III.B.7-10 of this policy.

2. Non-Exempt Employees

For compensation purposes, the regular number of hours worked by a full-time, non-exempt employee is 40 hours in a workweek, except Police Sergeants, Hospital employees, and Firefighters may have an alternate number of hours in their established work periods. Work beyond the regular number of hours in a week is subject to overtime. (See Section III.D of this policy.)

- a. Meal Periods.** An employee whose total workday is at least five hours will be provided with a meal period of at least 30 minutes unless the employee and their supervisor agree to waive this period or unless operational considerations require the employee to continue working during this period. An employee must be completely relieved from duty during meal periods. Meal periods are neither time worked nor time on pay status.
- b. Rest Periods.** The supervisor will grant a full-time employee two 15-minute rest periods, one to be taken in the first half of the workday and one in the second half of the work day, unless operational considerations require the employee to continue working during these periods. The supervisor will grant a part-time employee one 15-minute rest period for each work period of three continuous hours or more, not to exceed two rest periods per day, unless operational considerations require the employee to continue working during these periods. Such rest periods are considered time worked.
- c. Activities Before or After the Work Schedule.** When the University requires an employee to change into or out of uniform, engage in special washing or cleaning procedures, or perform other activities on or at a University facility before or after the work period, the time spent in such activities is considered time worked.
- d. Travel Time.** Assigned travel during an employee's normal working hours, including travel on scheduled days off, is counted as time worked. Travel time between home and the workplace is not time worked.

Time spent by an employee traveling from work site to work site during the workday counts as time worked.

For travel that does not keep an employee away from home overnight, travel time to the first destination and from the final destination, except for the time the employee normally would spend traveling to and from the workplace, counts as time worked.

Travel that keeps an employee away from home overnight is counted as time worked when it occurs during an employee's normal working hours, including on scheduled days off.

3. Alternate Work Schedule

An employee may request an alternate work schedule in accordance with local procedures. Alternate work schedules are approved at management's discretion.

D. Overtime and Over-Schedule (Non-Exempt Employees Only)

For compensation purposes, overtime is time worked that exceeds 40 hours on pay status in a workweek, except for Police Sergeants, Hospital employees, and

Firefighters, as described in Section 4 below. Over-schedule is time worked that exceeds an employee's regular daily schedule on pay status.

1. Approval

Overtime and over-schedule will be assigned by the department head to meet essential operating needs. Overtime and over-schedule must be approved in advance, but if overtime or over-schedule is worked it must be compensated whether approved or not. An employee is expected to seek advance approval for overtime and over-schedule work.

2. Compensation for Time Worked Over-Schedule

Over-schedule must be compensated on the basis of the nearest quarter hour. When the hours worked by an employee exceed their regular daily schedule on pay status, the employee will be compensated at the straight-time rate of pay, provided that the employee does not exceed 40 hours of actual work in that workweek.

Additionally, the appropriate departmental authority may schedule time off for the employee in that same workweek to avoid hours of actual work in excess of the employee's regular schedule or in excess of 40 in that workweek.

3. Compensation for Overtime

Overtime must be compensated on the basis of the nearest quarter hour.

a. Premium Overtime. Hours on paid leave do not count as time worked for the purpose of determining eligibility for premium overtime, except for Police Sergeants as noted in Section III.D.4.a below. Note: As defined by the FLSA, premium overtime provisions may not apply to employees engaged in agricultural work, employees whose primary duty is the operation of a vessel, or certain seasonal recreational employees.

When the hours worked by an employee exceed 40 hours of actual work in a workweek, either:

- Compensatory time off will accrue in accordance with Section III.D.5 below; or
- The employee will be compensated at the premium rate of 1½ times the regular rate of pay.

b. Straight-time Overtime. When an employee's hours on pay status (but not actual time worked) exceed 40 hours in a workweek, either:

- Compensatory time off will accrue in accordance with Section III.D.5 below; or
- The employee will be compensated at the straight-time rate of pay.

4. Premium Overtime for Safety and Hospital Employees

- a. Police Sergeants.** For the purpose of determining eligibility for premium overtime for Police Sergeants, time worked will include paid holiday time, paid vacation, and compensatory time off.

Premium overtime eligibility for Police Sergeants may be based on either:

- 40 hours in a seven-consecutive day workweek; or
- other authorized tour of duty not to exceed 171 non-overtime hours in a 28-consecutive day work period or equivalent.

Time worked by an employee on an authorized tour of duty as described above that exceeds the maximum non-overtime hours of the work period will be paid at the rate of 1½ times the straight-time rate of pay.

- b. Employees in Firefighter Job Titles.** Premium overtime eligibility for employees in firefighter job titles may be based on either:

- 40 hours in a seven-consecutive day workweek; or
- other authorized tour of duty not to exceed 212 non-overtime hours in a 28-consecutive day work period or equivalent.

Time worked by an employee on an authorized tour of duty as described above that exceeds the maximum non-overtime hours of the work period will be paid at the rate of 1½ times the straight-time rate of pay.

- c. Hospital Employees.** Hospitals are permitted to base premium overtime eligibility on either:

- 40 hours in a seven-consecutive day workweek; or
- 80 hours in a 14-consecutive day work period (the 8/80 option).

Eligible hospital employees for whom the 8/80 option work period has been selected will be compensated at the rate of 1½ times the regular rate of pay for time worked that:

- exceeds eight hours of actual work in any workday within such a work period; or
- exceeds 80 hours of actual work in the 14-day work period.

Any payments at the premium rate for daily overtime hours within such period will be credited toward the premium rate overtime compensation due for hours of actual work in excess of 80 in the work period.

5. Compensatory Time Off

Compensatory time off for overtime accrues at straight-time (one hour off for each hour of straight-time overtime worked) or premium time (one and one-half hours off for each hour of premium overtime worked) rates. No more than 240 hours total (160 hours of actual overtime work at time and one-half) of compensatory time may be accrued. For employees in protective service job titles, the maximum accrual is 480 hours, or 320 hours at time and one-half. An employee will be paid at the appropriate rate for hours of overtime that exceed the maximum compensatory time accrual limit.

An employee must be permitted to use compensatory time within six months of accruing it unless the use of the compensatory time would unduly disrupt the operations of the department.

Accrued hours of compensatory time will be paid out at the employee's rate of pay if not taken as compensatory time off within six months (or an extended period authorized by local guidelines). It will also be paid out upon promotion, reclassification, demotion, transfer to another department or location or separation. (Note: Payment for accrued hours of premium overtime will be based on the employee's regular rate of pay at the time of separation or the employee's average hourly rate during the last three years, whichever is higher.)

If an employee does not elect to receive compensatory time off for overtime, they will receive pay. If an employee does elect to receive compensatory time off for overtime, management has the discretion to determine whether overtime will be compensated by compensatory time off or pay. A record of the employee's election will be maintained in accordance with local procedures.

E. Ancillary Pay

The Executive Officer will determine which job titles are eligible to receive ancillary pay at their location. The Executive Officer will establish, change, and eliminate ancillary pay rates according to local needs, taking into consideration local market demand/trends and adhering to applicable federal and state laws. Evening, night, and weekend shifts will be defined in local procedures.

1. Shift Differential

An employee in an eligible job title who is required by management to work an assigned evening or night shift or who works four or more hours of a shift after 5:00 p.m. and before 8:00 a.m. will be paid a shift differential for all hours of that shift. Work that is scheduled during the evening or night hours on the basis of convenience to the employee is not considered an assigned evening or night shift for the purposes of this policy. When an employee who usually works an evening or night shift is temporarily assigned by management to a day shift for a period of four working days or less, the employee will continue to receive the shift

differential. A change in shift assignment initiated by the employee is not covered by this policy.

The shift differential will be included in payments for all types of paid leave, provided that the employee would have been expected to work that shift were the employee not on paid leave. For non-exempt employees, payment for shift differential is included as part of compensation in calculating the regular rate of pay for determining premium overtime pay. An employee who receives a shift differential for an assigned evening or night shift will receive the differential for all overtime worked.

2. Weekend Differential

An employee in an eligible job title who is required by management to work an assigned weekend shift will be paid a weekend differential. Work that is scheduled during the weekend hours on the basis of convenience to the employee is not considered an assigned weekend shift for the purposes of this policy.

The weekend differential will be included in payments for all types of paid leave, provided that the employee would have been expected to work that shift were the employee not on paid leave. For non-exempt employees, payment for weekend differential is included as part of compensation in calculating the regular rate of pay for determining premium overtime pay.

3. On-call

An employee is considered to be in on-call status only when assigned by the University. On-call will be considered time worked when it is restricted, i.e. an employee is required to restrict personal activities so that the employee cannot use their time effectively for the employee's own purposes. Under such circumstances, the employee will be paid based on their straight-time rate of pay (or overtime when appropriate).

On-call will not be considered time worked when it is unrestricted, i.e. an employee is free to engage in activities for their own purposes, but is required to inform the University how they can be reached or to carry a University-owned mobile device.

It is not mandatory to compensate for unrestricted on-call; however, the Executive Officer may determine eligibility for unrestricted on-call pay at their location, as well as establish, change, and eliminate unrestricted on-call rates according to local needs.

For non-exempt employees, payment for on-call time is included as part of compensation in calculating the regular rate of pay for determining premium

overtime pay. An employee in on-call status is not eligible for minimum call-back payments.

4. Call-Back (Non-Exempt Employees Only)

When an employee who is not in “on-call status” is called back to work after completing the regular work schedule and leaving the premises, the employee will be paid for time actually worked upon return or a minimum of three hours, whichever is greater. Call-back time actually worked must be included in the calculation of the regular rate of pay for the purpose of calculating premium overtime pay.

5. Certification Pay

Certain employees in eligible job titles and positions who maintain a specialty certification related to the work they perform may be offered certification pay in accordance with local procedures.

IV. COMPLIANCE/RESPONSIBILITIES

A. Implementation of the Policy

The Vice President–Systemwide Human Resources is the Responsible Officer for this policy and has the authority to implement the policy. The Responsible Officer may develop procedures or other supplementary information to support the implementation of this policy. Such supporting documentation does not require approval by the President. The Responsible Officer may apply appropriate interpretations to clarify the policy provided that the interpretations do not result in substantive changes to the underlying policy. The Chancellor, Lawrence Berkeley National Laboratory Director, and Vice President–Agriculture and Natural Resources are authorized to establish and are responsible for local procedures necessary to implement the policy.

In accordance with [PPSM-1 \(General Provisions\)](#), the authorities granted in this policy may be redelegated except as otherwise indicated.

B. Revisions to the Policy

The President is the Policy Approver and has the authority to approve policy revisions upon recommendation by the Vice President–Systemwide Human Resources.

The Vice President–Systemwide Human Resources has the authority to initiate revisions to the policy, consistent with approval authorities and applicable Bylaws and Policies of the Regents.

The Executive Vice President–Chief Operating Officer has the authority to ensure that policies are regularly reviewed, updated, and consistent with other governance policies.

C. Approval of Actions

The Executive Officer and the Vice President–Systemwide Human Resources are authorized to determine responsibilities and authorities at secondary administrative levels in order to establish local procedures necessary to implement this policy.

1. Salary Actions (Sections III.B.1.c, III.B.2-3, and III.B.5-10)

Salary actions that are not permitted by this policy must be approved as exceptions. If the authority to approve salary actions not permitted by this policy is redelegated, locations must report the redelegation to the systemwide Compensation Office.

The authority of the Chancellor, Laboratory Director, and Vice President–Agriculture and Natural Resources to approve salary actions within policy for employees in non-athletic positions whose total cash compensation is greater than the Indexed Compensation Level cannot be redelegated.

Salary actions that are not expressly provided for under any policy must be approved as exceptions by the Vice President–Systemwide Human Resources.

a. General

This section describes the approval authority for salary actions taken per Sections III.B.1.c (Individual Pay), III.B.2 (Systemwide Salary Programs), III.B.3 (Individual Salary Actions), III.B.5 (Retroactive Salary Actions), III.B.6 (Perquisites), III.B.7 (Additional Cash Compensation), III.B.8 (Administrative Stipends), and III.B.9 (Dual Employment) of this policy. In accordance with PPSM 1 (General Provisions), these authorities may be redelegated except as otherwise indicated.

These approval authorities do not apply to members of the Senior Management Group. The Senior Management Group is covered by the policy on [Senior Management Group Appointment and Compensation \(Regents Policy 7701\)](#). Contact the local Compensation Office for the compensation components to be used to calculate Total Cash Compensation (TCC).

b. Approval and Exception Authorities

- i. Staff Employees at UC Campuses, Medical Centers, the Lawrence Berkeley National Laboratory, and Agriculture & Natural Resources**

		Direct Report to Chancellor, Lab Director or VP–ANR	Other than Direct Report to Chancellor, Lab Director or VP–ANR
TCC Less Than or Equal to ICL	Approval	Chancellor, Lab Director or VP–ANR	
	Exception Request		
TCC Above ICL	Approval	President	Chancellor or Lab Director or VP–ANR*
	Exception Request	Regents	President

*The authority to approve salary actions within policy for employees in non-athletic positions whose total cash compensation is greater than the Indexed Compensation Level cannot be redelegated.

ii. Athletic Directors, Coaches, or Staff Employees in Other Athletic Positions

		Direct Report to Chancellor	Other than Direct Report to Chancellor
TCC Less Than or Equal to ICL	Approval	Chancellor	
	Exception Request		
TCC Above ICL	Approval	President	Chancellor
	Exception Request	Regents	

When approving salary actions for these positions, contact the local Compensation Office to determine the compensation components to be used to calculate TCC and for additional requirements.

iii. Staff Employees at the UC Office of the President

		Direct Report to President	Under Jurisdiction of a Principal Officer*	Other UCOP Employee
TCC Less Than or Equal to ICL	Approval	President	Principal Officer	EVP–COO or VP–ANR
	Exception Request			
TCC Above ICL	Approval	Regents	President	
	Exception Request	Regents		

*Per [Regents Bylaw 23 \(Officers of the Corporation\)](#), the Principal Officers of the Regents are the Secretary and Chief of Staff to the Regents, Chief Investment Officer and Vice President for Investments, General Counsel and Vice President for Legal Affairs, and Senior Vice President–Chief Compliance and Audit Officer.

2. Non-Salary Actions (Sections III.A, III.B.1.a-b, III.B.4, III.C, III.D, and III.E)

All non-salary actions authorized by this policy must be approved in accordance with the authorities stated in this policy and local procedures.

All non-salary actions that exceed this policy or that are not expressly provided for under any policy and are applicable to staff employees who are not Officers of the University must be approved by the Vice President–Systemwide Human Resources.

D. Compliance with the Policy

The following roles are designated at each location to implement compliance monitoring responsibility for this policy:

The Top Business Officer and/or the Executive Officer at each location will designate the local management office to be responsible for the ongoing reporting of policy compliance.

The Executive Officer is accountable for monitoring and enforcing compliance mechanisms and ensuring that monitoring procedures and reporting capabilities are established.

The Vice President–Systemwide Human Resources is accountable for reviewing the administration of this policy.

E. Noncompliance with the Policy

Noncompliance with the policy is handled in accordance with PPSM [62 \(Corrective Action\)](#), [63 \(Investigatory Leave\)](#), and [64 \(Termination and Job Abandonment\)](#) pertaining to disciplinary and separation matters.

V. PROCEDURES

A. Systemwide Salary Programs – Rounding (Section III.B.2)

General and Merit Increases based on a percentage increase will be rounded up. For hourly paid employees, all hourly rates will be rounded up to the nearest cent. For monthly paid employees, all monthly rates will be rounded up to the nearest dollar.

B. Dual Employment and Multiple Appointments (Section III.B.9-10)

When an employee holds more than one position and the jobs associated with the positions have differing FLSA exemption statuses, all work an employee performs must be evaluated to determine a single FLSA status that will be applied to all positions the employee holds.

1. FLSA Exemption Status

The local Compensation, Human Resources, or Academic Personnel Office (in cases where at least one of the positions is academic) must conduct an individualized analysis. The systemwide Compensation Office should be consulted when this type of employment situation exists. All positions combined must pass the FLSA salary basis test in order for the employee to be treated as exempt.

Work performed in all of the positions the employee holds must be considered together as a whole to determine whether the employee's primary duty is exempt or non-exempt.

Department of Labor regulations define "primary duty" as the "principal, main, major or most important duty that the employee performs." Factors to consider when determining an employee's primary duty include, but are not limited to:

- The relative importance of exempt or non-exempt duties as compared with other types of duties;
- The amount of *actual* time spent performing exempt or non-exempt work (rather than each position's appointment percentage);
- The employee's relative freedom from direct supervision; and
- The relationship between the employee's salary and wages paid to other employees for the kind of non-exempt work performed by the employee.

The FLSA exemption status will be established as either exempt or non-exempt for all of the employee's positions based on the analysis of the employee's primary duty.

When an employee's work is closely split between exempt and non-exempt duties, the employee's primary duty should be treated as non-exempt. This ensures that the employee is properly compensated for his/her work and any overtime and ensures the University is in compliance with FLSA regulations.

2. Compensation

A non-exempt employee must track all of the hours worked in each position and be paid overtime at the premium rate for all hours of actual work that exceed 40 in a workweek (except for Safety and Hospital Employees – see Section III.D.4).

An exempt employee does not track hours and is paid a percentage of the base salary for each position.

3. Earn Codes

The following Earn codes must be used to pay an employee holding dual employment:

- **DEE**: For dual employment at a fixed dollar amount (exempt employees).
- **DES**: For dual employment at the straight-time rate of pay (non-exempt employees).
- **DEP**: For dual employment at the overtime premium rate of pay (non-exempt employees).

Using these codes ensures employees are paid appropriately and allows the University to track and report on these appointments.

VI. RELATED INFORMATION

- Regents Policy 7701 ([Senior Management Group Appointment and Compensation](#)) (referenced in the Scope and Section IV.C.1.a of this policy)
- [PPSM-2 \(Definition of Terms\)](#) (referenced in Section II of this policy)
- [Public Disclosure of Compensation Information](#) (referenced in Section III.B.1.d of this policy)
- [PPSM-23 \(Performance Management\)](#) (referenced in Section III.B.2.b of this policy)
- [PPSM-62 \(Corrective Action\)](#) (referenced in Section III.B.3.b of this policy)
- [PPSM-82 \(Conflict of Interest\)](#) (referenced in Section III.B.7 of this policy)
- [PPSM-34 \(Incentive and Recognition Award Plans – Managers & Senior Professionals and Professional & Support Staff\)](#) (referenced in Section III.B.7.d of this policy)

- [Business and Finance Bulletin 43 \(Materiel Management\)](#) (referenced in Section III.B.8 of this policy)
- [Accounting Manual P-196-38 \(Interlocation Transfers and Appointments\)](#) (referenced in Section III.B.10 of this policy)
- [PPSM 1 \(General Provisions\)](#) (referenced in Section IV.A of this policy)
- [Regents Bylaw 23 \(Officers of the Corporation\)](#) (referenced in Section IV.C.1.b.iii of this policy)
- PPSM [63](#) and [64](#) (referenced in Section IV.E of this policy)

VII. FREQUENTLY ASKED QUESTIONS

Pay Transparency

1. How do current employees find their current position salary range?

- Login to [UCPath](#) in a web browser.
- On the left hand side of the home page, there is a section titled “My Information”. The Job Title is listed beside the employee name.
- Go to the “Resources” tab on the right hand side of the home page.
- Select Job Code Lookup.
- Select the employee category.
- Enter the Job Title (from UCPath) in the Title Name field.
- Select other filters that apply.
- Select the Search button.
- Select the Title six-digit number for the row with the Job Title listed with the employee’s Campus/Business Unit location title abbreviation.
- View salary range information on the Title Details page.

FLSA Exemption Status

2. When should an analysis be performed to determine an individual’s FLSA exemption status?

The systemwide Compensation Office determines the FLSA exemption status for jobs. A location must do an analysis to determine an individual’s FLSA exemption status when:

- an employee’s salary fails to meet the minimum FLSA threshold; and/or

- an employee holds more than one position and the associated jobs have differing FLSA exemption statuses.

Additionally, an analysis should be conducted when an employee's duties or the scope of his/her position changes. See Section V (Procedures) of this policy for more information on how to conduct the analysis.

3. Who should departments or employees contact with questions about FLSA exemption status?

Departments and employees should contact the local Compensation or Human Resources Office with questions about FLSA exemption status designations.

Salary Ranges

4. If an employee's salary is to be above the salary range established for their position, does this have to be approved as an exception?

Yes. The policy requires an individual employee's salary to be within the salary range established for their position. If the employee's proposed salary is above that range, an exception to policy must be approved by the appropriate authority as described in Section IV.C.

5. Salary range adjustments happen concurrently with the policy-covered salary program. Although effective dates for biweekly and monthly paid employees differ, salary range adjustments for biweekly and monthly employees happen on the same date. In this case, are locations bound to the Order of Salary Actions described in Section III.B.4 of the policy?

The effective date for all policy-covered salary range adjustments will be the 1st of any month. Locations' effective dates for salary range adjustments will apply retroactively to the biweekly effective date for biweekly paid policy-covered employees. Otherwise, the order of salary actions described in Section III.B.4 applies.

Individual Salary Actions

6. What does a reclassification entail?

Reclassifications, whether upward, downward, or lateral, are tied to positions. When a position is reviewed for reclassification, the work associated with that position is evaluated and the appropriate level for the position is determined based on that work. A position that is reclassified can be filled or unfilled at the time of the review. Individual salary actions may be appropriate in connection with reclassifications as described in Section III.B.3.

7. What are examples of when promotions and demotions occur?

Promotions and demotions are associated with employment actions. For example, a promotion may occur after an open recruitment process, where the employee is selected as the successful candidate for the higher level position. A demotion may happen as a result of corrective action or discipline. Downward movement, when an employee may voluntarily choose to take a position that in order to learn new skills or gain more experience in a new field, is not considered demotion. Individual salary actions may be appropriate in these circumstances as described in Section III.B.3. Please refer to [PPSM-2 \(Definition of Terms\)](#) for the definitions of “promotion” and “demotion”.

Dual Employment

8. Are employees in the MSP personnel group allowed to hold dual employment?

For full-time employees, the policy allows dual employment for those appointed to the PSS personnel group. Dual employment held by an MSP employee is considered an exception to policy and must be approved by the appropriate authority described in Section IV.C.

9. Can dual employment last more than 12 calendar months?

The policy limits dual employment to 12 calendar months. Dual employment beyond 12 calendar months (whether the dual employment appointment is initially set up for more than 12 months or later extended), must be approved as an exception by the appropriate authority described in Section IV.C.

Hours of Work

10. How is an exempt employee's schedule determined?

Supervisors can create a “regular schedule” for an exempt employee based on the business needs of the department and in accordance with local practice. The schedule should appropriately reflect the position's appointment percentage and work expectations for the position.

Meal Periods (Non-Exempt Employees Only)

11. Does an employee have to be given a meal period?

If the employee's total workday is at least five hours, the employee must be given a meal period unless one or both of the following situations apply:

- Operational considerations require the employee to continue working during the meal period. This is meant to provide departments with flexibility should an emergency or one-off situation arise that would necessitate the employee to work during their normally scheduled period.

- The supervisor and employee mutually agree to waive the meal period.

If the employee works during the meal period, they must be paid for that time.

12. Can a department unilaterally set a regular schedule of, for example, eight straight hours, without a meal period?

No. It would be an exception to this policy that would require approval by the Vice President–Systemwide Human Resources for a department to set a regular schedule of eight straight hours without a meal period.

13. Do meal and rest periods have to be taken at the same time each day?

No. Supervisors should determine an appropriate schedule based on operational considerations. Alternate meal and rest periods should be provided if operational considerations require the employee to continue working during their normally scheduled periods.

Travel Time (Non-Exempt Employees Only)

14. Please clarify when travel time equals time worked and when it does not.

When travel time equals time worked and when it does not depends on the kind of travel involved. General information is provided below; however, because individual travel situations may vary greatly, the local Compensation Office should review the specific circumstances to determine whether travel time counts as compensable time worked.

Same Day Travel: For a non-exempt employee who travels to a meeting that is not held at their regular work location and who returns home on the same day, the time spent traveling to the meeting and returning from the meeting is work time, except the University can deduct (or not count) the time the employee would normally spend traveling to their regular work location.

Travel during the Work Day from Jobsite to Jobsite: Time spent by a non-exempt employee during the work day as part of the employee's principal activity, such as traveling from job site to job site, is time worked.

Travel that Requires Overnight Stay: Travel during the non-exempt employee's regular work day is time worked when it happens during the employee's normal work hours. Travel on the employee's day off during what would be their normal work hours were it not a day off is also time worked. Meal periods are not time worked.

Travel time outside of regular work hours while the employee is a passenger is not time worked, unless the employee performs actual work during that time (see below).

Time Spent Performing Work: If a non-exempt employee performs work while traveling (i.e. en route to the destination), that time counts as time worked regardless of the method of transportation or hours during which it is performed.

Overtime and Over-Schedule (Non-Exempt Employees Only)

15. Do I have to get approval before I work overtime or over-schedule?

Yes. Policy requires advance approval before you work overtime or over-schedule.

16. An employee reporting to me worked overtime that I didn't approve in advance. Is the University required to pay the employee for this time?

Yes. The University must still pay the employee for the time, even if they did not get advance approval. However, you can remind the employee that the policy requires advance approval or, when appropriate, issue disciplinary action, for example, if there is repeated failure to get advance approval.

17. What is the difference between time worked that is over-schedule, straight-time overtime, and premium overtime?

Over-schedule is time worked that exceeds your regular daily schedule on pay status. For example, if your regular daily schedule is 8:00a.m.–5:00p.m., and on Monday you work from 8:00a.m.–6:00p.m., the hour worked between 5:00 and 6:00 is “time worked over-schedule.”

Straight-time overtime occurs when your hours on pay status, but not your actual time worked, exceed 40 in one workweek. For example, on Monday you work from 8:00a.m.–6:00p.m., on Tuesday–Thursday you work 8:00a.m.–5:00p.m., and on Friday you are on vacation. Because you were on vacation, your actual time worked that week was 33 hours. However, your total hours on pay status for the workweek was 41. That additional hour is considered “straight-time overtime.”

Premium overtime occurs when your total hours worked exceed 40 in one workweek (unless you are a Safety or Hospital employee). For example, on Monday you work from 8:00a.m.–6:00p.m., on Tuesday and Wednesday you work 8:00a.m.–5:00p.m., and on Thursday and Friday you work 8:00a.m.–6:00p.m. Your total hours worked for that week add up to 43. Those additional 3 hours are considered “premium overtime.”

18. When do non-exempt employees make their election between receiving pay or compensatory time off for overtime? Can the election be changed at a later time?

Local procedures determine when non-exempt employees make their initial election between receiving pay or compensatory time off for overtime and

whether they can change their election at a later time.

19. Who makes the decision regarding whether overtime or over-schedule will be compensated as pay or compensatory time off?

Both the employee and the supervisor play a role in determining whether overtime and over-schedule is compensated as pay or compensatory time off. First the employee elects whether or not they are willing to receive compensatory time off for overtime/over-schedule. If the employee does not elect to receive compensatory time off, the employee must be paid for any overtime/over-schedule worked.

If the employee elects to receive compensatory time off, then management has the discretion to provide pay or compensatory time off for any overtime/over-schedule worked.

Ancillary Pay

20. Section III.E.1 (Ancillary Pay – Shift Differential) states: “A change in shift assignment initiated by the employee is not covered by this policy.” What does this mean?

This language refers to situations where an employee who normally works an evening or night shift works a day shift temporarily (for four working days or less). If the employee initiated this change in shift, they will not receive any shift differential pay for the time they are working the day shift. If management initiates the change in shift, then the employee will receive the shift differential pay they normally receive for working the evening or night shift for the period they are assigned to the day shift, as long as the change in assignment is for four working days or less.

Approval Authority for Salary Actions Applicable to Staff Employees

21. Can the authorities described in Section IV.C be redelegated? If so, how is redelegation determined?

The authorities described in Section IV.C may be redelegated, except for the authority to approve salary actions within policy for employees in non-athletic positions whose total cash compensation is greater than the Indexed Compensation Level.

Redelegation is determined locally. Employees and managers should consult their location’s local procedures and/or local Human Resources or Compensation Offices to find out whether an authority has been redelegated and to whom.

VIII. REVISION HISTORY

TBD 2025:

June 24, 2023: Technical edits made to correct section numbers and add an FAQ related to salary range requirements.

January 1, 2023: Revised to further support the University's commitment to pay equity and to align with California Senate Bill 1162 (SB-1162), added new Section III.B.1.d (Access to Salary Range Information).

December 10, 2018: Policy changes:

- Removed existing gendered pronouns and replaced with gender-neutral language.
- Updated web and document links, office titles, and typographical amendments.

November 20, 2018: Policy changes:

- In support of the University's commitment to pay equity, the annual salary increase limit in Section III.B.4 was removed.

August 13, 2018: Policy changes:

- Administrative note added per President Napolitano to suspend section III.B.1.b. Salary Ranges Adjustments effective July 31, 2018.

May 31, 2018: Policy changes:

- Language added to the Procedures section affirming that, as locations transfer to UCPath, General and Merit Increases based on a percentage increase will be rounded up.

As a result of the issuance of this policy, the following document is rescinded as of the effective date of this policy and is no longer applicable:

- *Personnel Policies for Staff Members 30 (Compensation)*, dated December 15, 2015
- Remediated to meet Web Content Accessibility Guidelines (WCAG) 2.0.

December 15, 2015: Policy changes:

- Language regarding the UC minimum wage under the Fair Wage/Fair Work Plan was added.

April 10, 2015: Policy changes:

- *Incorporation into this policy of Personnel Policies for Staff Members (PPSM) 31 (Hours of Work), PPSM 32 (Overtime (Non-exempt Employees Only)), and PPSM 33 (Shift and Weekend Differential (Non-exempt Employees Only)).*
- *Incorporation into this policy of Delegations of Authority 1084 (Compensation for Administrative and Professional Staff (A&PS) Personnel Health Care Titles), 2070*

(Exceptions to Policy 30.L, Restrictions (Additional Compensation)), 2074 (Ancillary Pay Practices), 2076 (Fair Labor Standards Act (FLSA) Exemption Status), and the provisions of 2087 (Appointments, Demotions, Dismissals, and Compensation of Certain Staff Personnel) that pertain to compensation.

- Addition of language regarding minimum wage, general increases, retroactive salary actions, alternate work schedule, over-schedule, and certification pay.

As a result of the issuance of this policy, the following document is rescinded as of the effective date of this policy and is no longer applicable:

- *Personnel Policies for Staff Members 30 (Compensation)*, dated April 10, 2015

The following documents have been rescinded and are no longer applicable:

- *Personnel Policies for Staff Members 30 (Salary)*, dated March 1, 2002
- *Personnel Policies for Staff Members 31 (Hours of Work)*, dated March 1, 2002
- *Personnel Policies for Staff Members 32 (Overtime (Non-exempt Employees Only))*, dated July 1, 1996
- *Personnel Policies for Staff Members 33 (Shift and Weekend Differential (Non-exempt Employees Only))*, dated July 1, 1996
- *Delegation of Authority 0882 (Approval of Individual Exceptions Regarding Premium Overtime)*, dated October 2, 1985
- *Delegation of Authority 1000 (Exceptions to Administrative and Professional Staff Personnel Policy 130.4, Merit Review)*, dated June 26, 1989
- *Delegation of Authority 1084 (Compensation for Administrative and Professional Staff (A&PS) Personnel Health Care Titles)*, dated June 1, 1993
- *Delegation of Authority 2070 (Exceptions to Policy 30.L, Restrictions (Additional Compensation))*, dated July 29, 1996
- *Delegation of Authority 2074 (Ancillary Pay Practices)*, dated August 1, 1996
- *Delegation of Authority 2076 (Fair Labor Standards Act (FLSA) Exemption Status)*, dated August 1, 1996
- *The provisions of Delegation of Authority 2087 (Appointments, Demotions, Dismissals, and Compensation of Certain Staff Personnel) that pertain to compensation*, dated September 15, 1997

July 1, 2012: Policy changes:

- Reformatted into the standard University of California policy template.

The following documents were incorporated into policy and rescinded:

- *Delegation of Authority 0886 (Exceptions to Staff Personnel Policy 305.33 and 305.34, Salary Adjustment upon Demotion or Downward Reclassification)*, dated October 2, 1985
- *Delegation of Authority 2071 (Exceptions to Staff Policy 32.C – Compensation for Overtime)*, dated July 29, 1996

March 1, 2002: The following documents were rescinded:

- *Staff Personnel Policy 305 (Pay), Sections 305.1–305.25, 305.28–305.38 and 305.50*, dated May 1, 1994
- *Staff Personnel Policy 310 (Hours of Work)*, dated May 1, 1994

July 1, 1996: The following documents were rescinded:

- *Staff Personnel Policy 305 (Pay), Sections 305.39–305.49*, dated May 1, 1994
- *Staff Personnel Policy 315 (Overtime)*, dated May 1, 1994