

Details about the 2021 Salary Plan (Range Adjustment) for Senate Faculty

Last update June 3, 2021

Cost-of-living increases, also known as range adjustments, have been approved for Senate faculty effective October 1, 2021.

The UC Office of the President mandated 3% increases to the official salary scales (the updated scales can be found at <https://www.ucop.edu/academic-personnel-programs/compensation/2021-22-academic-salary-scales.html>). The scales most relevant to this campus are Tables 1–4 and 1L–4L. UCOP delegated to the campuses authority to decide whether to grant further increases to the off-scale component of pay (formerly referred to as decoupling on this campus) and whether to provide pay increases to Above Scale faculty. The Berkeley has decided to increase the off-scale component by 3% as well and also to provide 3% increases to our Above Scale faculty.

Consequently, the vast majority of Senate faculty should see a 3% increase to their total salary effective October 1, 2021. There are a few exceptions and caveats:

- Faculty salaries must be divisible by \$100; hence, there will be slight rounding. In other words, one's salary after October 1st will not necessarily be exactly 3% greater than their salary before October 1st. So, *e.g.*, a faculty member with a \$101,000 salary will have a new salary of \$104,000 (not \$104,030) and one with a \$102,000 salary will have a new salary of \$105,100 (not \$105,060).
- Faculty whose salaries are governed by Haas's Faculty Excellence Program (FEP) will not, as stipulated in the FEP agreement, receive increases to their total salary under this action. The off-scale component of their salaries will be adjusted downward to offset the increase to the on-scale component. This reflects that the FEP has built into it a mechanism for cost-of-living increases.
- It has been long-standing campus practice, reflecting that the intent of actions such as this is to provide cost-of-living increases to *existing* faculty, that the salaries of new faculty who start in the year of a range adjustment (*i.e.*, in this instance, July 1, 2021) do not receive an increase to their total salary. The increase to the on-scale portion of their salary will be offset by a corresponding decrease to the off-scale portion so that their total salary remains unchanged. Some exceptions:
 - If the newly recruited faculty are coming immediately from another UC campus, then they will receive the 3% increase. This reflects, among other rationales, the limitations on providing recruitment inducements as set forth in Section 510 of the Academic Personnel Manual (APM 510).
 - If the off-scale component of the new faculty member's salary is \$15,000 or less, then they will receive an increase in salary corresponding to the increase in the on-scale portion of their salary and their off-scale component will not be reduced.

- If the off-scale component is reduced to offset the increase to the on-scale component, it will not be reduced by so much that the off-scale component is reduced below \$15,000.
- It has been long-standing campus practice that faculty who receive retention-based salary increases effective the year of a range adjustment (*i.e.*, in this instance, effective July 1, 2021) do not receive a further increase to their total salary as result of the range adjustment: as with newly hired faculty, the increase in the on-scale portion will be offset by a corresponding decrease in the off-scale portion. An exception:
 - If a 3% increase to a faculty member's *pre*-retention salary yields a salary greater than their retention salary, the salary on October 1, 2021 will be 103% of the pre-retention salary.
- In rare cases, reflecting special circumstances, other exceptions to campus practice for newly hired and retained faculty are made. Faculty and unit AP analysts are, therefore, strongly advised to review the final offer or retention letter.

Frequently Asked Questions

- Q. In past salary plans connected to range adjustments, there have been equity adjustments (often referred to as TDI programs). Will there be equity adjustments made as part of the 2021 program?
- A. At this time, the campus has not made a decision to have equity adjustments. This topic remains under discussion.
- Q. Does this the program have any implication for my summer salary in summer 2021?
- A. No, your summer salary rate is determined by your current salary rate.
- Q. I am currently undergoing a review and I fear the decision will be delayed past July 1, 2021. What happens to my salary?
- A. Your current salary as of October 1, 2021 will be increased by 3% (subject to the caveats and exceptions set forth above). You will receive a merit increase, retroactive to July 1, 2021, on the 2019 scales. That merit increase will be range adjusted effective October 1, 2021. As an example, suppose you are currently an Associate Professor Step I on the regular academic scale (Table 1) with an off-scale component of \$20,000, none of the caveats and exceptions set forth above apply, and you are due to receive a normal one-step merit advance effective July 1, 2021. Once your merit is approved, your annual salary rate for July, August, and September 2021 will be \$106,700 (a new on-scale salary rate of \$86,700 according to the 2019 scale plus a maintained off-scale component of \$20,000). If need be, you will receive pay retroactively (*i.e.*, if the decision is rendered after July 1st). On October 1, 2021, your salary will increase to \$109,900 (an on-scale salary of \$89,300 according to the 2021 scale plus an increased off-scale component of \$20,600).
- Q. I am on sabbatical in fall 2021, will my salary while on sabbatical increase by 3%?

- A. The portion of your sabbatical pay being paid by UC Berkeley will increase by 3% (subject to the caveats and exceptions set forth above). The portion, if any, that may be paid by an entity other than UC Berkeley is not necessarily affected by this action; it is up to that other entity to decide what, if anything, it wishes to do.
- Q. I receive a stipend (*e.g.*, for serving as department chair). Will that stipend increase by 3%?
- A. No, stipends are not affected by this action.
- Q. My professorial salary is on hold while I serve in an administrative role (*e.g.*, as dean). Does my professorial salary still increase?
- A. Yes, your on-hold underlying professorial salary will increase by 3% (subject to the caveats and exceptions set forth above).