

NIH/SAMHSA SALARY CAPS BY FEDERAL FISCAL YEAR

ACADEMIC YEAR EMPLOYEES: Academic Year Salary Paid over 12 months

Date of Funding	Date of Salary Earnings	Monthly Maximum Payrate	Annual Salary rate
FY 2026	1/1/2026-9/30/2026	\$14,250.00	\$171,000
FY 2025	1/1/2025-9/30/2025	\$14,106.25	\$169,275
FY 2024	1/1/2024-9/30/2024	\$13,868.75	\$166,425
FY 2023	1/1/2023-9/30/2023	\$13,256.25	\$159,075
FY 2022	1/2/2022-9/30/2022	\$12,731.25	\$152,775
FY 2021	1/3/2021-9/30/2021	\$12,456.25	\$149,475
FY 2020	1/5/2020-9/30/2020	\$12,331.25	\$147,975
FY 2019	1/6/2019-9/30/2019	\$12,018.75	\$144,225
FY 2019	10/1/2018-1/5/2019	\$11,850.00	\$142,200
FY 2018	1/7/2018-9/30/2018	\$11,687.50	\$140,250
FY 2017	1/8/2017-9/30/2017	\$11,687.50	\$140,250
FY 2016	1/10/2016-9/30/2016	\$11,568.75	\$138,825
FY 2015	1/11/2015-9/30/2015	\$11,456.00	\$137,475
FY 2014	1/12/2014-1/10/2015	\$11,343.75	\$136,125

ACADEMIC YEAR EMPLOYEES: Academic Year Salary Paid over 9 months (including summer)

Date of Funding	Date of Salary Earnings	Monthly Maximum Payrate	Annual Salary rate
FY 2026	1/1/2026-9/30/2026	\$19,000.00	\$171,000
FY 2025	1/1/2025-9/30/2025	\$18,808.33	\$169,275
FY 2024	1/1/2024-9/30/2024	\$18,491.67	\$166,425
FY 2023	1/1/2023-9/30/2023	\$17,675.00	\$159,075
FY 2022	1/2/2022-9/30/2022	\$16,975.00	\$152,775
FY 2021	1/3/2021-9/30/2021	\$16,608.33	\$149,475
FY 2020	1/5/2020-9/30/2020	\$16,441.67	\$147,975
FY 2019	1/6/2019-9/30/2019	\$16,025.00	\$144,225
FY 2019	10/1/2018-1/5/2019	\$15,800.00	\$142,200
FY 2018	1/7/2018-9/30/2018	\$15,800.00	\$142,200
FY 2017	1/8/2017-9/30/2017	\$15,583.33	\$140,250
FY 2016	1/10/2016-9/30/2016	\$15,425.00	\$138,825
FY 2015	1/11/2015-9/30/2015	\$15,275.00	\$137,475
FY 2014	1/12/2014-1/10/2015	\$15,125.00	\$136,125

FISCAL YEAR EMPLOYEES

Date of Funding	Date of Salary Earnings	Monthly Maximum Payrate	Annual Salary rate
FY 2026	1/1/2026-9/30/2026	\$19,000.00	\$228,000
FY 2025	1/1/2025-9/30/2025	\$18,808.33	\$225,700
FY 2024	1/1/2024-9/30/2024	\$18,491.67	\$221,900
FY 2023	1/1/2023-9/30/2023	\$17,675.00	\$212,100
FY 2022	1/2/2022-9/30/2022	\$16,975.00	\$203,700
FY 2021	1/3/2021-9/30/2021	\$16,608.33	\$199,300
FY 2020	1/5/2020-9/30/2020	\$16,441.67	\$197,300
FY 2019	1/6/2019-9/30/2019	\$16,025.00	\$192,300
FY 2019	10/1/2018-1/5/2019	\$15,800.00	\$189,600
FY 2018	1/7/2018-9/30/2018	\$15,800.00	\$189,600
FY 2017	1/8/2017-9/30/2017	\$15,583.33	\$187,000
FY 2016	1/10/2016-9/30/2016	\$15,425.00	\$185,100
FY 2015	1/11/2015-9/30/2015	\$15,275.00	\$183,300
FY 2014	1/12/2014-1/10/2015	\$15,125.00	\$181,500

THE LIMIT IS BASED ON PAY RATE, NOT ON COMPENSATION AMOUNT (RATE x PERCENT)

NOTE: To supplement to actual pay rate, please see the cap gap processing job aid at:

https://sp.ucop.edu/sites/ucpathhelp/LocationUsers/LOCjobaids/UCPC_PHCMWFAL270JA_UnpaidCapGapProcessing_D2Rev01.pdf

State funds cannot be used for supplements.

Policies for payment of additional summer compensation to academic appointees during the summer can be found in Academic Personnel Manual section 600, Appendix 1. The guidelines provide for calculation of summer pay using time factors that correspond to the number of service days during a given calendar month.

See Summer Compensation link for more details at:

<https://apo.berkeley.edu/academic-compensation-uc-berkeley>