

Salary Administration: APM - 680 - Salary Calculations for Faculty with Appointments at Lawrence Berkeley National Laboratory

680-0 Policy

This policy provides instruction on the conversion of salary for faculty who transfer from a campus to the Lawrence Berkeley National Laboratory (Laboratory), or when a faculty member holds a concurrent appointment at a campus and at the Laboratory.

680-14 Eligibility

- a. This policy applies to faculty who transfer permanently to the Laboratory on either a full-time or part-time basis.
- b. This policy applies to individuals whose primary appointment remains with a campus and who are eligible to earn additional compensation through the Laboratory for services not directly related to their regular duties.

680-16 Restrictions/Limitations

No contract between the University of California and the Laboratory shall include a provision for a higher rate of salary.

680-18 Salary Rate

- a. The faculty member's academic year salary, excluding administrative stipends and any other additional compensation, shall be the basis on which the fiscal year salary will be calculated and paid by the Laboratory.
- b. If the faculty member's regular salary is paid on an academic year basis, the Laboratory will convert the salary to a fiscal year basis. The calculation is made by increasing the academic year salary by 16 percent and rounding to the nearest \$100.
- c. The faculty member's fiscal year salary paid by the Laboratory is covered compensation for purposes of the University of California Retirement Plan.
- d. Faculty paid by a campus on an academic year basis may be employed at the Laboratory during the summer with additional compensation for such service paid at the rate of one-ninth of the academic year salary for each month of summer service, not to exceed three months.

- e. Faculty paid by the Laboratory on a part-time basis during the academic year shall be paid at the rate of one-twelfth of an academic year salary.
- f. Faculty paid by a campus on a fiscal year basis may be employed at the Laboratory and compensated at their fiscal year salary rate. In addition, the Chancellor may approve payment of one-twelfth of the annual salary of a fiscal-year appointee as additional compensation for work performed during the fiscal year appointee's vacation. This is effective for appointments made July 1, 2014 or later. Those appointed prior to July 1, 2014 to the Professor, Astronomer, or Agronomist series are eligible for payments of up to one-eleventh of the annual salary of a fiscal-year appointee. An appropriate number of accrued vacation days must be deducted. Compensation paid to faculty who accept employment at the Laboratory will be made in accordance with established University policies.

680-20 Terms/Conditions of Employment

- a. Faculty members transferring permanently from a campus to the Laboratory shall permanently vacate the portion of the campus appointment that is transferred to the Laboratory. This means resignation from the faculty appointment or acceptance of the appropriate permanent reduction in the percentage of the appointment.
- b. Temporary appointments to the Laboratory on either a full-time or part-time basis may be established on an annual basis through a Memorandum of Understanding between the Laboratory and the campus. Such appointments should be made to correspond with the academic year.

680-24 Authority

Such appointments or transfers require the Chancellor's approval and the concurrence of the Laboratory Director or Laboratory Director's designee.

Revision History

September 23, 2020:

- Technical revision to remove gendered language and to correct minor grammatical errors.

For details on prior revisions, please visit the [Academic Personnel and Programs website](#).