

ANR Budget Funding Matrix for Salary Actions

revised March 2023

Salary Action:	Permanent Budget Action:	Current Year Budget Action:	Academic Account No.	Staff Account No.	Federal Account No. ***
Downgrade of Position	Return funds above entry level	No action	L-PR62300 PROV FOR ACAD REVERSIONS M-801073	L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Reversion of Academic Position	Return full amount of position	No action	L-PR62300 PROV FOR ACAD REVERSIONS M-801073		L-PR210XX
Elimination of Staff Position	Return funds above entry level	No action		L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Merit Increase	Fund full amount of increase	Fund as of effective date	L-PR80040 PROV - ACADEMIC MERIT INC & PROM M-801073	L-PR80060 PROVISION STAFF MERIT INCREASES M-801073	L-PR210XX
Range/Mandated Covered Employee Adjustment*	Fund full amount of increase	Fund as of effective date	L-PR80311 PROV - ACADEMIC MERIT INC & PROM M-801073	L-PR80360 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Position hired above entry level**	Fund full amount of approved increase	Fund as of effective date	L-PR62300 PROV FOR ACAD REVERSIONS L-PROVARP Released CE Academic Position M-801073	L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Position hired below entry level	Return difference between entry and actual	No action	L-PR62300 PROV FOR ACAD REVERSIONS M-801073	L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Reclassification	Fund full amount of approved increase	Fund as of effective date		L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Equity Market-Based Adjustment Program	Fund full amount of approved increase	Fund as of effective date	L-PR80050 PROV FOR EQUITY MARKET BASED ADJUSTMENT	L-PR80141 PROV STAFF SAL ADJ - GEN M-801073	L-PR210XX
Benefits Funding****	Benefits must be tied with salary action	Fund as of effective date	L-PR62300 PROV FOR ACAD REVERSIONS Function 44- PR44999 Function 62- PR62999 Function 64- PR64999	Function 44- PR44999 Function 62- PR62999 Function 64- PR64999	L-PR210XX

*Staff and academic ranges are normally funded automatically.

**Academic upgrades and off scale amounts must be approved by ANR Associate VP.

Account L-PROVARP is to be used to fund the provision amount for a released academic position (**salary & benefits**); the balance should be funded from L-PR62300.

The provision amount for CE Advisor positions is based on salary scale for an Assistant Advisor (title code 3461) Step III. The CE Advisor Salary Table is updated every July 1st based on approved UC academic salary increases. For FY 22-23, the salary scale for an Assistant Advisor Step III was set at \$66,300. **If an academic is filling a released position, benefits will be funded from PROVVARP up to the provision level. Please verify with RPM if an academic is filling a released position. If an academic is not filling a release position, benefits will be fully funded from PR62300 (not benefits provision account).** The approved CBR rate for an academic is 40.4%. For academic retirements & separations, benefits will be fully returned to L-PR62300.

Example for FY 22-23: A new Advisor is hired at \$75,000. \$66,300 of the hiring salary and \$26,785 benefits (40.4% CBR) would be funded from L-PROVARP and the balance of \$8,700 salary and \$3,515 benefits would be funded from L-PR62300.

***All actions for federal formula funded positions use provision L-PR210XX in which 210XX is replaced by the fund number.

**** Benefit Funding for Academic positions follows the same provision account used for that portion of the salary. Benefit funding for staff positions uses the benefit provisions for the function