Human Resources

- BAS Team Leaders (direct reports to the Vice Chancellor) have authority to approve the following HR actions:
  - Stipends up to 25% of an employee’s annual salary or stipends that are less than 12 months in total duration, per campus policy,
  - Equity increases and reclassification increases of up to 25% of current annual salary for existing employees per campus policy (* see below),
  - Begin recruitment process (career or limited non-recruitment)
  - Set salary for new hires from off campus for all appointment types,
  - Set salary for salary increases of less than 25%, and more than the minimum of the new salary range, resulting from a hiring action for existing career employees by policy (* see below),
  - Extensions of appointments with budgetary end dates or extensions of temporary increases in an employee’s FTE,
  - For represented positions – approve additions to pay or promotions to the next step as dictated per union contract,
  - Phased Retirement contracts,
  - Staff Appreciation and Recognition (STAR) Awards per policy.

- The following HR actions, and all other HR actions with budgetary impact not listed above, still require VC-BAS for approval (coordinate approval through Marie Logan logan@ucsc.edu). Examples include:
  - Stipends of more than 25% of an employee’s annual salary or stipends exceeding 12 months in total duration, per campus policy,
  - Equity increases and reclassification increases of over 25% of current annual salary for existing employees per campus policy (* see below),
  - Any salary action for salary increases of 25% or more resulting from a hiring action for existing career employees, except when the salary action brings the salary to the minimum of a new salary range by policy (* see below),
  - Any retroactive HR actions exceeding six months of retroactivity per campus policy.

* Principal Officer must approve any salary action that results in a cumulative total of 25% or more increase in an employee’s permanent salary in any one fiscal year, except when the salary action brings the salary to the minimum of a new salary range.
**Entertainment**

- Standard entertainment -- current delegations for BAS Team Leaders are set at $1,000 per event, and some managers within BAS departments also have delegations at other levels.
- Top-level expense certification is delegated to BAS Team Leaders up to $1,000 per event for the following types of entertainment. (If no ERF is required, then approval can be provided directly within CruzBuy.)
  - Employee morale events
  - Alcohol served or consumed (must be certain campus alcohol policy is followed)
  - Tickets or cash contributions
  - Spouse/Partner/Family invited
  - Per-person maximum rates exceeded
- Student programming (a type of standard entertainment) – Two BAS units have higher delegations for this type of entertainment. The Colleges, Housing and Educational Services (CHES) and OPERS Team Leaders are delegated $5,000 per event for student programming, and they have higher delegations throughout their departments to accommodate their needs in this area.
- VC-BAS approval for standard or top-level entertainment is not required unless the total cost for your event exceeds established delegations within your unit or the person being reimbursed is the BAS Team Leader themselves. Please coordinate approval through Marie Logan logan@ucsc.edu.

A full list of all entertainment delegations is contained within the Financial Affairs Dashboard. Just sign in to the Financial Affairs Dashboard with your CruzID Gold, and you will be able to see a list of those people in your unit with delegated authority to sign for entertainment, their delegation type and their dollar limits.

Event Order Approvers (EOAs) can be utilized within BAS units, but are not required. No EOA signatures are needed on Entertainment Reporting Form (ERF) documents. If, however, an EOA is utilized, the EOA must be certain to include documentation of Event Expense Certifier (EEC) approval along with their approvals within CruzBuy, per policy.

**Travel**

- BAS Team Leaders are authorized to approve travel expenditures within their units and are responsible for ensuring travel expenses are fully compliant with UC and UCSC travel policies and that the business purpose of a trip is clearly documented.
- BAS Team Leaders’ own travel should be sent to Marie Logan at logan@ucsc.edu for VC-BAS approval.
Human Resources – UCSC Local Policy References:

Stipend:  http://shr.ucsc.edu/procedures/stipend/index.html
Equity increase:  http://shr.ucsc.edu/procedures/equity/index.html
Reclassification:  http://shr.ucsc.edu/procedures/class_reclass/index.html
Recruitment:  http://shr.ucsc.edu/procedures/recruitment/index.html
STAR Plan:  http://shr.ucsc.edu/procedures/staff_awards/index.html

Entertainment and Travel Policy References:

UCSC Entertainment, Business Meeting and Other Events Expense Guide:  
https://financial.ucsc.edu/Pages/Entertainment_Main.aspx
UCOP policy - BUS-79 Expenditures for Business Meetings, Entertainment, and Occasions:  (copy and paste this into your browser)
http://policy.ucop.edu/doc/3420364/BUS-79

UCSC Travel Guide:  https://financial.ucsc.edu/Pages/travel_guide.aspx
UCSC Travel Process Page:  https://financial.ucsc.edu/Pages/Travel_Main.aspx
Key Tips for UCSC Travelers:  https://financial.ucsc.edu/Pages/travel_keys.aspx
UCOP policy - BUS-G-28 Travel Regulations:  (copy and paste this into your browser)  http://policy.ucop.edu/doc/3420365/BFB-G-28