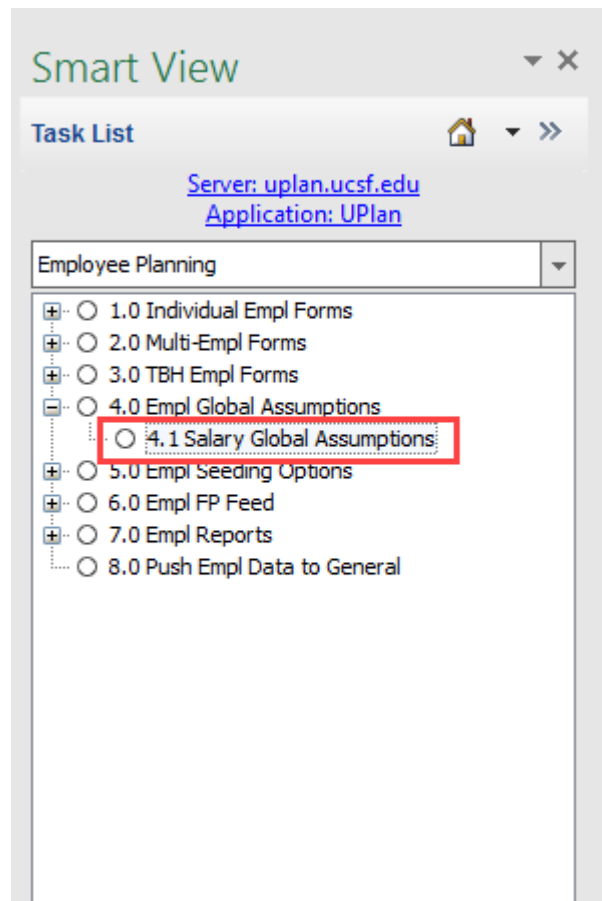
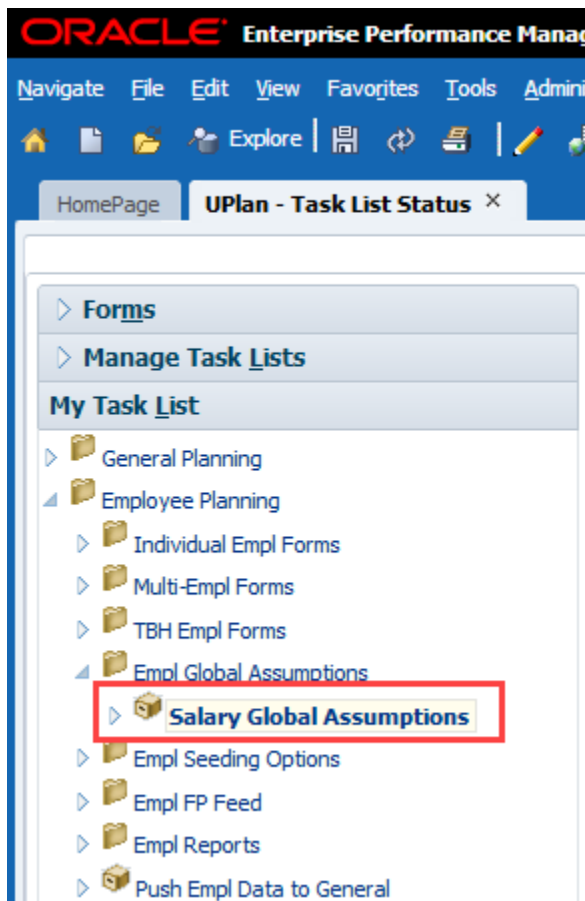


UPlan Weekly Digest

Friday, March 13, 2020

Announcements:

- **Salary Global Assumptions:** The salary global assumptions by bargaining unit/TUC was updated in Employee Planning on **Tuesday, March 3rd** at the D999999 level to reflect the campus planning assumptions for 2020-21 and 2021-22. Only the merit increase for 99's and range increases for all other bargaining units are included. Each Control Point and their departments have the option to adjust these assumptions as needed at Level 1 or 2 DeptID's. The Salary Global Assumptions form can be found under My Task List > Employee Planning > Empl Global Assumptions in UPlan—see screenshots below for both the web and Smart View. Note that assumptions for increases that do not occur across the board are not included: step increases, equity increases, academic merits, and lump sums; and any bargaining unit with "TBD" assumptions were left blank.



- **Planning using the Composite Benefit Rate (CBR):** While the UPlan CBR enhancement is being developed (expected release later this month), there are several tools you can use in the meantime to determine an employee's benefit costs starting June 1, 2020:
 1. **Use the CBR Website:** BRM published a comprehensive [CBR website](#) in January 2020. The site has several pages: Overview, Rates, VLA, FAQ and Resources, including three things that will be helpful to employee-level planning:
 - a. DOS to Earnings (ERN) Code mapping
 - b. CBR by ERN Code Lookup
 - c. CBR by Title Code Lookup

Note: A CBR is applied on the ERN Code (PPS DOS Code), however the rate for that CBR will be determined by the employee's CBR group, which is determined by that employee's Title Code (UCPath Job Code) and benefits eligibility.

2. **Use the 2019 CBR data file:** BRM published a 2019 CBR data file to the Control Point Financial Officers to give control points an idea of “What would the benefits costs have been?” if CBR had been implemented in 2019. Contact your UPlan Control Point Coordinator if you would like access to the data file.
3. **Attend the CBR Webinar:** Budget & Resource Management (BRM) will host a webinar to answer common questions and answers related to the changes CBR will bring. The webinar will be **10:00-11:00am, Tuesday, April 7th**. Add the Zoom invitation to your calendar [here](#).

Bug Fixes & Enhancements:

- Reference the [UPlan Enhancements](#) page for a complete list of enhancements relevant to the last fiscal year.

Known Issues:

- Reference the [UPlan Known Issues](#) page on our website for a complete list of unresolved issues. As known issues are resolved, they will be announced under “Bug Fixes & Enhancements.”