# Step 1: Group Assignment

UCPath uses the Rules in the order below to assign an employee into a CBR group. All rules use Employee Class, FLSA Status, and Eligibility Configuration 1 on the employee’s primary job. In Rule #2, which is for Custom CBR Groups, the Business Unit and Job code are also required. The first rule that matches for an employee will place them into that CBR Group. Employees with multiple jobs can be assigned to multiple CBR Groups.

## Campus & Health Groups

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Rule Order** | **EMPL CLASS** | **FLSA STATUS** | **ELIG CONFIG1\*\*** | **BUSINESS UNIT** |  **JOBCODE** | **UCPath CBR GROUP** | **UCSF CBR Group** |
| 1 | - | - | - | - | - | N/A | N/A |
| 2  | 1, 2, 3, 7, 9, 10, 15, 22 | - | F, FO | SFCMPSFMED | [Jobcode Lookup](#_SFCMP_Custom_Group) | 10 – Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical &Health Physicians |
| SFCMP | - | 11 - Campus Rate #2 | Management and Professional |
| 3 | 15 | - | F, FO | - | - | 04 - Staff – Exempt | Academic and Staff General |
| 1, 2, 4, 7, 8 | E | F, FO |
| 1, 2, 4, 7, 8 | N,V | F, FO | 05 - Staff – Non-Exempt |
| 4 | 9 | - | F, FO | - | HSCP only | 02 - Faculty – HSCP | Faculty Non-tenured Ladder Rank and Adjunct  |
| 5 | 3, 9 | - | F, FO | - | - | 01 - Faculty – Not HSCP | Faculty Non-tenured Ladder Rank and Adjunct  |
| 10, 22, 24 | F, FO | 03 - Other Academic  | Academic and Staff General  |
| 1, 2, 3, 4, 7, 8, 9 ,10, 15, 22, 24 | M, MO, C, CO | 08 - Faculty/Staff – Partial Benefits | Partial Benefit and Students  |
| 1, 2, 3, 4, 6, 7, 8, 9, 10, 15, 21, 22, 24 | N, NO | 09 - Faculty/Staff – Not Benefits Eligible |
| 6  | 5, 11 | - | - | - | - | 06 - Students | Postdoctoral Fellows  |
| 23 | 07- Post Docs |
| 7 \* | - | - | - | - | - | 14 - Faculty Summer Salary | Summer Salary |

|  |  |
| --- | --- |
|   | Rule not used at UCSF. |
| \* | Employees who earn summer salary would normally fall into CBR Groups 01 or 03, however CBR is assessed on the ERNCD attribute UC\_CBR = 'S', regardless of primary job code eligibility.  |
| \*\* | ELIG\_CONFIG1 (Health & Welfare) is taken from the primary job code. |

# Step 2: Rate Assignment

When an employee is paid, the rate is determined based on the CBR Group the employee is in, and the **funding department’s** Business Unit.

## Campus-funded Rates

|  |  |  |  |
| --- | --- | --- | --- |
| **UCPath CBR GROUP** | **UCSF CBR Group** | **2022-23 CBR** | **ERNCD Charged** |
| N/A | N/A | N/A | Y |
| 10 - Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical | 24.2% | Y |
| 11 - Campus Rate #2 | Management and Professional | 31.9% | Y |
| 04 - Staff – Exempt | Academic and Staff General | 39.8% | Y |
| 04 - Staff – Exempt |
| 05 - Staff – Non-Exempt |
| 02 - Faculty – HSCP | Faculty Non-tenured Ladder Rank and Adjunct  | 30.8% | Y |
| 01 - Faculty – Not HSCP | Faculty Non-tenured Ladder Rank and Adjunct  | 30.8% | Y  |
| 03 - Other Academic  | Academic and Staff General  | 39.8% | Y |
| 08 - Faculty/Staff – Partial Benefits | Partial Benefit and Students  | 3.4% | Y |
| 09 - Faculty/Staff – Not Benefits Eligible |
| 06 - Students | Partial Benefit and Students  | 3.4% | Y |
| 07- Post Docs | Postdoctoral Fellows  | 18.4% | Y |
| 14 - Faculty Summer Salary\* | Summer Salary | 3.4% | S |

|  |  |
| --- | --- |
| \* | Employees who earn summer salary would normally fall into CBR Groups 01 or 03, however CBR is assessed on the ERNCD attribute UC\_CBR = 'S', regardless of primary job code eligibility.  |

## Health-funded Rates

|  |  |  |  |
| --- | --- | --- | --- |
| **UCPath CBR GROUP** | **UCSF CBR Group** | **2022-23 CBR** | **ERNCD Charged** |
| N/A | N/A | N/A | Y |
| 01 - Faculty – Not HSCP | UCSF Health | 36.22% | Y |
| 02 - Faculty – HSCP |
| 03 - Other Academic  |
| 04 - Staff – Exempt |
| 05 - Staff – Non-Exempt |
| 06 - Students |
| 07- Post Docs |
| 08 - Faculty/Staff – Partial Benefits |
| 09 - Faculty/Staff – Not Benefits Eligible |
| 10 - Campus Rate #1 | UCSF Health Physicians | 24.2% | Y |

## Split-funded Groups by Campus and Health

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Rule Order\*** | **EMPL CLASS** | **FLSA STATUS** | **ELIG CONFIG1 \*\*** |  **JOBCODE** | **UCPath CBR Group** | **UCSF CBR Group** |
| 1 | - | - | - | - | N/A | N/A |
| 2 | 1, 2, 3, 7, 9, 10, 15, 22 |  - | F, FO | [Jobcode Lookup](#_SFCMP_Custom_Group) | 10 - Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical |
| 11 - Campus Rate #2 | Management and Professional |
| 1, 2, 3, 7, 9, 10, 15, 22 | - | F, FO | [Jobcode Lookup](#_SFCMP_Custom_Group) | 10 - Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical |
| 3 | 15 | - | F, FO | - | 04 -Staff – Exempt | Academic and Staff General  |
| 1, 2, 4, 7, 8 | E | F, FO | 04 -Staff – Exempt |
| 1, 2, 4, 7, 8 | N,V | F, FO | 05 - Staff – Non-Exempt |
| 15 | - | F, FO | - | 04 -Staff – Exempt | UCSF Health |
| 1, 2, 4, 7, 8 | E | F, FO | 04 -Staff – Exempt |
| 1, 2, 4, 7, 8 | N,V | F, FO | 05 - Staff – Non-Exempt |
| 4 | 9 | - | F, FO | HSCP only | 02- Faculty – HSCP | Faculty Non-tenured Ladder Rank and Adjunct  |
| 9 | - | F, FO | HSCP only | 02- Faculty – HSCP | UCSF Health |
| 5 | 3, 9 | -  | F, FO | - | 01 - Faculty – Not HSCP | Faculty Non-tenured Ladder Rank and Adjunct  |
| 10, 22, 24 | F, FO | 03 - Other Academic  | Academic and Staff General  |
| 1, 2, 3, 4, 7, 8, 9 ,10, 15, 22, 24 | M, MO, C, CO | 08- Faculty/Staff – Partial Benefits | Partial Benefit and Students  |
| 1, 2, 3, 4, 6, 7, 8, 9, 10, 15, 21, 22, 24 | N, NO | 09- Faculty/Staff – Not Benefits Eligible |
| 3, 9 | -  | F, FO | - | 01 - Faculty – Not HSCP | UCSF Health |
| 10, 22, 24 | F, FO | 03 - Other Academic  |
| 1, 2, 3, 4, 7, 8, 9 ,10, 15, 22, 24 | M, MO, C, CO | 08- Faculty/Staff – Partial Benefits |
| 1, 2, 3, 4, 6, 7, 8, 9, 10, 15, 21, 22, 24 | N, NO | 09- Faculty/Staff – Not Benefits Eligible |
| 6 | 5, 11 | -  | -  | - | 06 - Students | Partial Benefit and Students  |
| 23 | 07- Post Docs | Postdoctoral Fellows  |
| 5, 11 | -  |  - | - | 06 - Students | UCSF Health |
| 23 | 07- Post Docs |
| 7 \*\*\* | - | - | - | - | 14- Faculty Summer Salary | Summer Salary |

|  |  |  |
| --- | --- | --- |
|   |  Rule not Used at UCSF. |  |
|   | GL BUSINESS UNIT (Funding BU) = SFCMP. |
|   | GL BUSINESS UNIT (Funding BU) = SFBAY, SFCHO, SFFPO, SFHEA, SFJVA, SFLPH, SFMED, SFNGO. |
| \* | CBR group/rate is assigned in order of Rules. Employee must match all criteria to be assigned a rate. |
| \*\* | ELIG\_CONFIG1 (Health & Welfare) is taken from the primary job code. |
| \*\*\* | Employees who earn summer salary would normally fall into CBR Groups 01 or 03, however CBR is assessed on the ERNCD attribute UC\_CBR = 'S', regardless of primary job code eligibility. |

## Split-funded Rates by Campus and Health

|  |  |  |  |
| --- | --- | --- | --- |
| **UCPath CBR Group** | **UCSF CBR Group** | **2022-23 CBR** | **ERNCD Charged** |
| N/A | N/A | N/A | Y |
| 10 - Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical | 24.2% | Y |
| 11 - Campus Rate #2 | Management and Professional | 31.9% |
| 10 - Campus Rate #1 | Faculty Tenured Ladder Rank, In Residence and Clinical | 24.2% | Y |
| 04 -Staff – Exempt | Academic and Staff General  | 39.8% | Y |
| 05 - Staff – Non-Exempt |
| 04 -Staff – Exempt | UCSF Health | 36.22% | Y |
| 05 - Staff – Non-Exempt |
| 02 - Faculty – HSCP | Faculty Non-tenured Ladder Rank and Adjunct  | 30.8% | Y |
| 02 - Faculty – HSCP | UCSF Health | 36.22% | Y |
| 01 - Faculty – Not HSCP | Faculty Non-tenured Ladder Rank and Adjunct  | 30.8% | Y |
| 03 - Other Academic  | Academic and Staff General  | 39.8% |
| 08 - Faculty/Staff – Partial Benefits | Partial Benefit and Students  | 3.4% |
| 09 - Faculty/Staff – Not Benefits Eligible |
| 01 - Faculty – Not HSCP | UCSF Health | 36.22% | Y |
| 03 - Other Academic  |
| 08 - Faculty/Staff – Partial Benefits |
| 09 - Faculty/Staff – Not Benefits Eligible |
| 06 - Students | Partial Benefit and Students | 3.4% | Y |
| 07 - Post Docs | Postdoctoral Fellows  | 18.4% |
| 06 - Students | UCSF Health | 36.22% | Y |
| 07 - Post Docs | UCSF Health | 36.22% |
| 14 - Faculty Summer Salary | Summer Salary | 3.4% | S |

|  |  |
| --- | --- |
|   |  Rule not Used at UCSF. |
|   | GL BUSINESS UNIT (Funding BU) = SFCMP. |
|   | GL BUSINESS UNIT (Funding BU) = SFBAY, SFCHO, SFFPO, SFHEA, SFJVA, SFLPH, SFMED, SFNGO. |

## Legend

### Employee Class

|  |  |  |
| --- | --- | --- |
| EMPL\_CLASS | Description  | CLASS\_INDC |
| 3 | Academic: Recall | Academic |
| 9 | Academic: Faculty |
| 10 | Academic: Non-Faculty |
| 14\* | Academic: Contingent Workers |
| 20 | Academic: Conversion |
| 21 | Academic: Emeriti |
| 11 | Academic: Academic Student |
| 22 | Academic: Deans/Faculty Admin |
| 23 | Academic: Post Docs |
| 24 | Academic: Medical Residents |
| 1 | Staff: Contract | Staff |
| 2 | Staff: Career |
| 4 | Staff: Limited |
| 6 | Staff: Per Diem |
| 7 | Staff: Partial Year Career |
| 8 | Staff: Floater |
| 13\* | Staff: Contingent Workers |
| 15 | Staff: Rehired Retiree |
| 5 | Student: Casual/Restricted |
| \* | Not Applicable |  |

### Fair Labor Standards Act (FLSA) Status

Exempt or Non-Exempt – Used only for Staff-related Employee classes.

|  |  |
| --- | --- |
| FLSA\_STATUS\* | Description  |
| X | No FLSA Required |
| E | Exempt |
| H | Highly Compensated Employees |
| N | Nonexempt |
| V | Nonexempt Alt Overtime |
| \* | Only used for staff employee classes. |

### Eligibility Configuration 1

The Health and Welfare Benefits Package an employee is eligible for.

|  |  |
| --- | --- |
| ELIG\_CONFIG1 \* | Description  |
| C | Core |
| CO | Core Override |
| F | Full |
| FO | Full Override |
| M | Mid  |
| MO | Mid Override |
| N | None |
| NO | None Override  |
| \* | Only taken from Primary Job code. |

### CBR Charged on Earn Code

A specific attribute for each Earn Code that specifies if CBR is charged.

|  |  |
| --- | --- |
| UC\_CBR | Description  |
| N | No Exclude from CBR Processing |
| S | Summer Salary |
| X | Not Specified |
| Y | Yes Include in CBR Processing |

## Custom Group Job Codes

