Academic Affairs
General Campus Compensation Plan

Overview, Worksheet Components, & UC Path Entry

by

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Overview

(Please feel free to ask questions in the chat. We will address them at the end of the presentation.)

What Is GCCP?

- The General Campus Compensation Plan (GCCP) allows eligible General Campus and SIO faculty to negotiate an additional salary component on an annual basis

- 2021-2022 will be the eighth year of its approved pilot program

- The UC Office of the President will conduct a comprehensive review in 2021-2022 to determine if the program should be continued indefinitely.

- The system-wide program is referred to as the Negotiated Salary Trial Program (NSTP). Participating campuses include UCD, UCI, UCLA, UCR, UCSC, and UCSD.

How does it work?

- Eligible Ladder-Rank, Teaching Professors (LPSOE/LSOE) and In-Residence faculty apply for GCCP in early Spring of the previous fiscal year.

  ◦ Departments ensure the faculty member meets good standing criteria and has secured appropriate external funding.

  ◦ Divisional Deans Offices review requests for compliance and obtain Deans endorsement.

  ◦ Academic Compensation manages EVC approval process, advises on UCPath entries, and coordinates reporting to UCOP.

- Approved GCCP Salary rates are effective July 1- June 30. Rates will not be changed for any reason during the plan year including:
  ◦ Salary scale adjustments*
  ◦ Mid-year Retentions
  ◦ Receipt of additional external funds

  *If the scale-based rate is raised, the negotiated increment will be adjusted downward so that the Total UC Salary Rate remains constant. This will be done automatically in UCPath based on the UCGCYN comp rate code.

Which Salary Components are at play?

Covered Compensation Rate
- Scale-based salary rate plus any off-scale components
  (or Above Scale rate)
- Covered compensation is the portion of salary used for benefit calculations (e.g., retirement, disability, life insurance, etc.)

Negotiated Salary Increment
- Negotiated annually, not to exceed 30%* of covered compensation
- The negotiated salary increment is <u>not</u> covered compensation

Total UC Salary Rate/Institutional Base Salary (IBS)
- Covered compensation plus the negotiated salary increment

How is it funded?

External funds are used to support the negotiated increment and related benefit costs

- External funds include non-state-appropriated funds such as endowment or gift income, professional degree fees, self-supporting degree fees, and contract and grants

External funds are used to pay the contingency fund contribution

- Enrolled faculty must replace 10% of their core funded base salary with external funding
- Contingency funds (released salary) are managed internally by the department; if not needed for GCCP shortfalls, funds may be used for other core funded endeavors (TAs, lecturers, etc.)

Annual Call and Upcoming Deadlines

- Annual Call for 2021-22 proposals: http://adminrecords.ucsd.edu/Notices/2021/2021-2-4-2.html

- Departments contact your Dean's Office for divisional deadline

- APS (Academic Compensation) deadline is **May 14th**

Request & Salary Worksheets

- Let's open it up:
- https://aps.ucsd.edu/compensation/apo-salary.html#General-Campus-Compensation-Pla
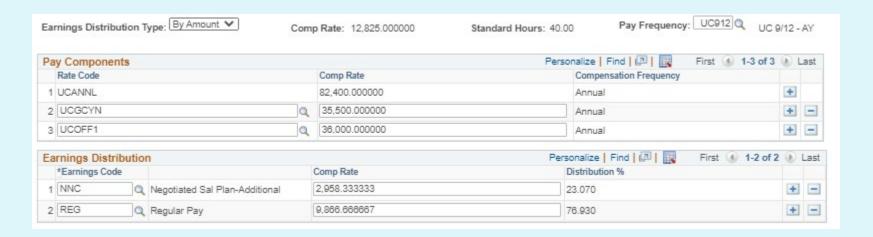
UCPath Entry

Entry Considerations

- GCCP participation requires manual UCPath entry! Follow Job Aids.

- For split FTE, the primary department will enter the entire (100%) GCCP transaction and funding in UCPath and coordinate as necessary with secondary department regarding funding and summer salary.

- The department UCPath reviewer is responsible for ensuring the PayPath entry is correct. The reviewer should reference the GCCP approval letter to ensure the salary components match what was entered in PayPath.

- The department funding approver is responsible for verifying the Salary Cap/MCOP Worksheet is correct.

- The negotiated component must be manually removed in PayPath if the faculty member does not participate the following year.

Relevant Job Aids

- **General Campus Compensation Plan**
  This quick reference describes how to set up and manage GCCP pay.

- **How to Create New Position Funding with the Salary Cap/MCOP Worksheet**
  This job aid describes how to create position funding when the Salary Cap/MCOP Worksheet is required.

- **How to Create New Position Funding**
  This job aid describes how to update position funding for summer salary on the normal Fund Entry screen (no salary cap/MCOP).

- **Fiscal Year End Funding Rollover**
  This job aid describes the fiscal year end funding rollover process and contains critical fund entry freeze periods.

- **How to Process Summer Salary for Professors, LSOEs, and Recalls**
  This job aid describes how to process Summer Salary for Professors, LSOEs, and Recalls.

How the PayPath entry should look for faculty with scale rate, market off-scale, and GCCP:

Earnings Distribution Type: By Amount		Comp Rate: 12,825.000000	Standard Hours: 40.00	Pay Frequency: UC912	UC 9/12 - AY

Pay Components   Personalize | Find | 🖾 | 🔢   First ◄ 1-3 of 3 ► Last

	Rate Code	Comp Rate	Compensation Frequency		
1	UCANNL	82,400.000000	Annual	+	
2	UCGCYN	35,500.000000	Annual	+	−
3	UCOFF1	36,000.000000	Annual	+	−

Earnings Distribution   Personalize | Find | 🖾 | 🔢   First ◄ 1-2 of 2 ► Last

	*Earnings Code		Comp Rate	Distribution %		
1	NNC	Negotiated Sal Plan-Additional	2,958.333333	23.070	+	−
2	REG	Regular Pay	9,866.666667	76.930	+	−

- Earnings Distribution Type: Select **By Amount** for GCCP
- Pay Components: Always entered as annual amounts
- Earnings Distribution (JED):
  NNC is UCGCYN/12
  REG is (UCANNL + UCOFF1)/12

How the PayPath entry should look for faculty with scale rate, market off-scale, bonus off-scale, and GCCP:

Earnings Distribution Type:	By Amount ∨	Comp Rate: 22,758.333333	Standard Hours: 40.00	Pay Frequency: UC912	UC 9/12 - AY

Pay Components   Personalize | Find | 🗗 | 🖩   First ◀ 1-4 of 4 ▶ Last

	Rate Code	Comp Rate	Compensation Frequency		
1	UCANNL	166,600.000000	Annual	➕	
2	UCDEC5 🔍	5,900.000000	Annual	➕	➖
3	UCGCYN 🔍	63,000.000000	Annual	➕	➖
4	UCOFF1 🔍	37,600.000000	Annual	➕	➖

Earnings Distribution   Personalize | Find | 🗗 | 🖩   First ◀ 1-2 of 2 ▶ Last

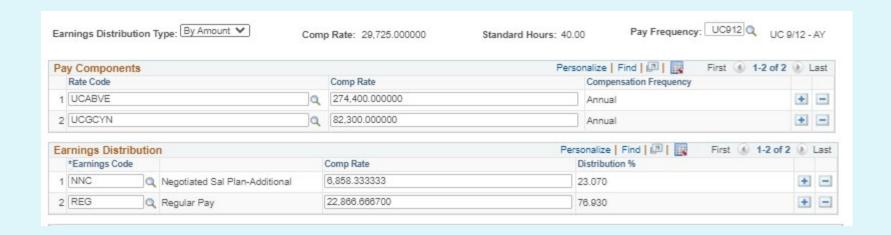|	*Earnings Code		Comp Rate	Distribution %		
1	NNC 🔍	Negotiated Sal Plan-Additional	5,250.000000	23.070	➕	➖
2	REG 🔍	Regular Pay	17,508.333333	76.930	➕	➖

- Earnings Distribution Type: Select **By Amount** for GCCP
- Pay Components: Always entered as annual amounts
- Earnings Distribution (JED):
  NNC is UCGCYN/12
  REG is (UCANNL + UCOFF1 + UCDEC5)/12

How the PayPath entry should look for faculty with Above Scale and GCCP:

Earnings Distribution Type: [By Amount ▼] Comp Rate: 29,725.000000 Standard Hours: 40.00 Pay Frequency: [UC912 🔍] UC 9/12 - AY

Pay Components Personalize | Find | 🔲 | 📑 First ◄ 1-2 of 2 ► Last

	Rate Code	Comp Rate	Compensation Frequency		
1	UCABVE 🔍	274,400.000000	Annual	➕	➖
2	UCGCYN 🔍	82,300.000000	Annual	➕	➖

Earnings Distribution Personalize | Find | 🔲 | 📑 First ◄ 1-2 of 2 ► Last

	*Earnings Code		Comp Rate	Distribution %		
1	NNC 🔍	Negotiated Sal Plan-Additional	6,858.333333	23.070	➕	➖
2	REG 🔍	Regular Pay	22,866.666700	76.930	➕	➖

- Earnings Distribution Type: Select **By Amount** for GCCP
- Pay Components: Always entered as annual amounts
- Earnings Distribution (JED):
  NNC is UCGCYN/12
  REG is UCABVE/12

GCCP Summer Salary

Summer Salary - Research

- Add a new job on the appropriate Researcher – 1/9th job code
- Pay Components (enter as annual amounts):
  ◦ UCANNL will default based on step; manually enter UCABVE if above scale
  ◦ UCOFF1 for market off-scale (if applicable)
  ◦ UCDEC5 for bonus off-scale (if applicable)
  ◦ UCGCYN for GCCP negotiated component
- Earnings Distribution Type: Select **By Percent** for summer research
- Earnings Distribution (JED):
  Use Earn Code **ACR** and the total of all salary components/9 * FTE (should match the derived monthly comp rate)

Summer Salary - Teaching

- Enter on PayPath/Additional Pay tab on regular faculty job using Earn Code **ACS**
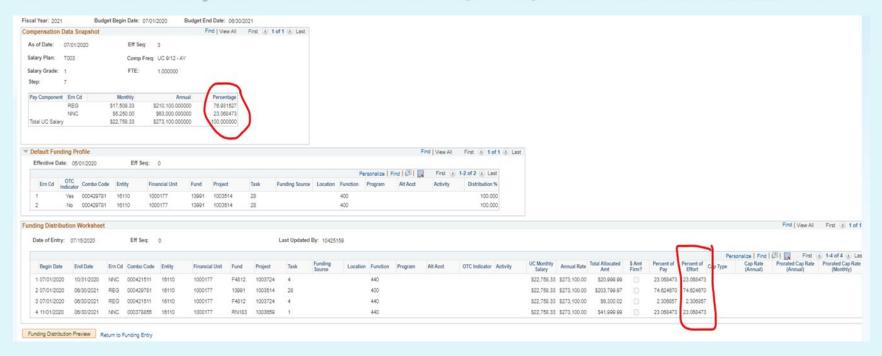
Summer Salary - Administrative

- Enter on PayPath/Additional Pay tab on Faculty Administrative job using Earn Code **ACA**
- Amount is based on normal faculty salary components (scale rate + off-scale or above scale), excludes GCCP component

Job Aids:
How to Process Summer Salary for Professors, LSOEs, and Recalls
How to Create New Position Funding

Fund Entry – Use the Salary Cap/MCOP Worksheet

- MCOP worksheet must be used for GCCP participants because they have multiple components of pay with different attributes and funding rules.
- Total % effort for a particular earn code in the Funding Distribution Worksheet must equal the % in the Compensation Data Snapshot.
- MCOP funding for continuing participants will rollover to the next fiscal year if certain conditions are met. Job Aid: **Fiscal Year End Funding Rollover**

UCOP Data Reporting – Summer 2021

- Research Expenditure and Research Group data submitted on requests during phase 2 of the pilot has been inconsistent and/or incomplete.

- Academic Compensation will prepare participant lists for the affected years; departments will submit revised data.

- Expect lists by end of May; data will be due on July 30.

Questions?