UCPath @ UC Berkeley
UCPath Offers System-wide Benefits

- A single payroll, benefits, HR, and Academic Personnel business system for all UC employees
- Ability to offer a more sophisticated Employee Experience
  - Enhanced Employee and Manager Self-service
  - Make it easier and more attractive for employees to move among University of California locations
- Improved reporting on employee data across the UC System
- Common practices across UC locations in payroll, benefits, HR and Academic Personnel
Implementation is Staggered Across UC

2018

Los Angeles, Santa Barbara (~60k EEs)

9/1/18 NOW LIVE

Berkeley, Davis, Irvine, ANR (~78k EEs)

3/1/19

TAM/ePerf

Santa Cruz, San Francisco, San Diego, Hastings, LBNL (~70k EEs)

9/1/19

Note: UC Riverside and UC Merced are live on UCPath now

2019
UCPath @Berkeley will also be Phased

**UCPath System Implementation**
Now – March 2019

**Goal of Work** is:
- Data cleanup
- Issue paychecks from UCPath system
- Initiate transactions in UCPath

**Improve Processes at UC Berkeley**
April 2019 to June 2020

- Streamline processes where possible
- Reduce/Eliminate double data entry
- Minimize costs

**Manage Changes in UCPath System**
April 2019 – December 2019

- Handle UCPath Center (UCPC) system changes
- Manage business process updates from UCPath Center
- Implement additional business and operational reports

**Align Berkeley with UCPath Center**
November 2018 to January 2020

- Complete standardization of reports
- Finalize business process operations with UCPath Center (e.g., SLAs, escalation paths)
What Changes with UCPath

- More efficient UC Berkeley process flows and different roles available
- Data entered into request templates at outset
  - once approved data is moved into live records in UCPath system
- Initiator and Approver roles for transactions
  - reducing back-and-forth activity in external routing systems
- UCPath Center supporting payroll, benefits and HR
  - Maintains consistency across all UC locations
  - Provides technology support and system maintenance
  - Centralizes certain business processes and functions
System Delivered Features

- **Approval Workflow**
  - Data are entered into request templates at outset of process and, once approved, moved into live records, eliminating substantial double-entry at the end of process

- **Distributed Roles and Responsibilities**
  - Individuals directly impacted by requested action can have hands-on role in initiating and approving transactions, reducing back-and-forth activity in external routing systems

- **HR and Payroll Data Integration**
  - Eliminates time consuming re-work practices that were necessary for passing data accurately to PPS
System Delivered Features (continued)

• **Position Funding**
  – Position Funding requests are separate transactions from Position and Hiring requests, allowing for new roles specifically to approve financial impact of transaction
    • Position funding is done in Commitment Accounting component
    • Salary Cap/MCOP Worksheet template used for funding changes at a position level

• **UCPath Center**
  – Maintains consistency across all UC locations
  – Provides technology support and maintenance
  – Centralizes certain business processes and functions
Employee Benefits from UCPath

• New **UCPath Portal** for improved online access to employee’s own information such as:
  – Addresses, Pay Advices, Leave balances, Emergency Contact

• Dedicated customer service support through UCPath Center, a new shared services hub for all UC campuses

• Improved access to view and track your vacation, sick time, and other leave accruals in the UCPath Portal

• Paychecks received via Direct Deposit or Paycard
  – Going paperless to save the planet and UC resources
  – Up to 3 accounts can be used for direct deposit of pay

• Expanded Manager Self Service
  – View all direct reports’ HR & Compensation information
  – Access your own HR and benefits information
Thank you!