**UCPATH: The New UCPATH Assigned Employee ID Challenge**

The current plan is for Berkeley to go live on UCPATH, a UC system wide Payroll and Human Resource system in March 2019. As part of this initiative, all employees will be assigned a new unique (across the entire system) Employee Identification number. This number will replace the Employee Identification numbers that were assigned in the individual, campus-specific instances of the PPS system. In preparation for this move we need every system owner on campus to evaluate if their system(s) currently includes employee id, impact this change will have on their system, and mitigation strategies.

## Summary of Changes

* PPS (employee) ID is our current employee ID is 9 digits and the first two at Berkeley is “01” representing our campus.
* All UC employees will be issued a new unique Employee Identification (UCPath-ID) number.
* UCPath Employee-ID (UCPath-ID) will be 8 numeric digits instead of 9, though the field itself is an 11 character field with the identifier left aligned (beginning in position 1).
* UCPath-ID is sequentially issued starting with 10000001. Given the starting sequence, the current employee population of roughly 200,000, and the 8-digit capacity, it would be expected that 89.8 million UCPath-IDs could be issued prior to rolling over to 9-digits. Assuming even a 100,000 annual UCPath-ID turnover, this would take 898 years.
* Given the field capacity, and that the sequence was started at 10000001, the UCPath-ID can essentially be considered fixed at 8 characters.
* Given that PPS-IDs for UCB are 9 digits, starting with “0”, and UCPath-IDs are 8 digits, there would not be an overlap of PPS-IDs with UCPath-IDs. (Assuming no truncation of leading zero.)
* Essentially, only current employees will be issued a new UCPath-ID. Separated employees where the data is not converted to UCPath will not be issued a UCPath-ID. This means if you keep transaction records for longer than 14 months you potentially will have records with old employees with no UCPath-ID.