HCP UCPath Conversion and CBR/UCRP/GAEL Calculation

Contents

Introduction

The implementation of UCPath for UC Berkeley in March 2019 included many changes that affected how compensation is transacted.

In October 2019, the CalPlanning Human Capital Planning (HCP) application was enhanced to reflect the changes to employee ID, job code, Composite Benefit Rate (CBR) calculation, General, Automobile, and Employment Liability (GAEL), and added a new calculation for the University of California Retirement Plan (UCRP) Supplemental Allocation.

In January 2020, HCP has been further modified to add two new CBR groups.

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Description of the conversion

Employee ID	We converted legacy Employee ID numbers (like 013456789) to UCPath Employee ID numbers (like 12345678).
Job Code	We converted legacy Job Codes (that appear in HCP like JC1234) to UCPath Job Codes (that now appear in HCP like JC001234)

Prior to UCPath, the salary accounts indicated which CBR rate would be applied to the salary and wage expenses.

After UCPath, only two accounts are used for salary and wage expenses. For the purposes of planning in HCP, we converted the legacy HCP distribution accounts to new HCP distribution accounts that combine both the salary and wage account and the CBR rate. This allows planners to see which CBR rate will be used for the calculation and select a distribution account that will result in the desired CBR calculation.

Legacy HCP Distribution Account (used for planning until FY20 Operating Budget was finalized on July 30, 2019)	HCP Distribution Account after Oct 2019 conversion	HCP Distribution Account after Jan 2020 conversion
A50240 - Acad Teach-Regular (Default)-Pct	A50200 - Acad-Full Benefits-Pct	A50200 - Acad-Full Benefits-Pct
A50242 - Acad Teach-Limited Benefits-Pct	A50200 - Acad-Limited Benefits-Pct	A50200 - Acad-Limited Benefits-Pct
A50241 - Acad Teach-Exempt from CBR-Pct	A50200 - Acad-Exempt from CBR-Pct	*Post Docs only* A50200 - Acad-Limited Benefits-Pct
A50211 - Acad Nonteach-Exempt from CBR-Pct	A50200 - Acad-Exempt from CBR-Pct	*Student job codes only* A50200 - Acad-Student-Pct
		All other A50200 - Acad-No Eligibility-Pct
A50215 - Acad Nonteach-Regular (Default)-Pct	A50200 - Acad-Full Benefits-Pct	A50200 - Acad-Full Benefits-Pct
A50212 - Acad Nonteach-Limited Benefits-Pct	A50200 - Acad-Limited Benefits-Pct	A50200 - Acad-Limited Benefits-Pct
A51029 - Work Study-Pct	A51200 - Staff-Exempt from CBR-Pct	A51200 - Staff-Exempt from CBR-Pct
A51210 - Staff-Non student-Pct	A51200 - Staff-Full Benefits-Pct	A51200 - Staff-Full Benefits-Pct
A51231 - Staff-Exempt from CBR-Pct	A51200 - Staff-Exempt from CBR-Pct	*Student job codes only* A51200 - Staff-Student-Pct
		All others A51200 - Staff-No Eligibility-Pct
A51232 - Staff-Limited Benefits-Pct	A51200 - Staff-Limited Benefits-Pct	A51200 - Staff-Limited Benefits-Pct

See the appendix for details about how the calculations work and for the rate amounts.

Log into CalPlanning and Open HCP

1. Log into CalPlanning.

2. Open HCP by going to **Navigate > Applications > HCP** .
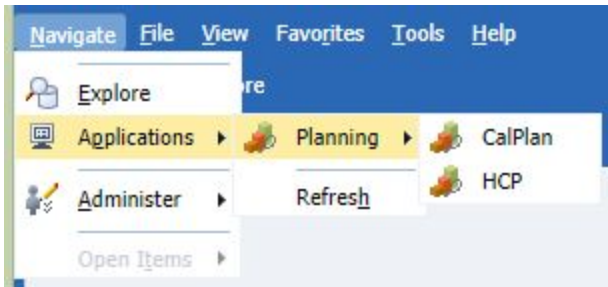
3. Navigate to **Preferences**. Open **User Variable Options** and enter an Entity.

4. Please select an entity that will not bring back more than 1,000 data rows, **we suggest an org level 6 or 7**. Click on **Save**.

5. Click **OK** from the **User preferences have been saved** Information pop up box.
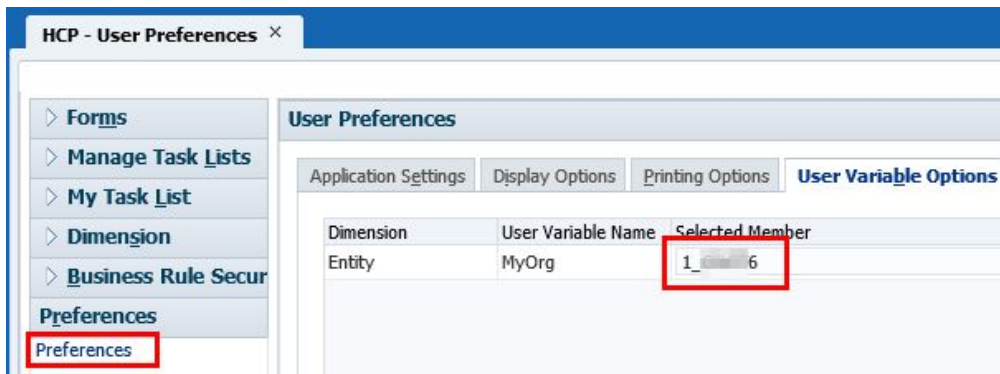
Employee Compensation Expenses

1. Navigate to the **My Task List** and expand the **HCP Planner Task List** by clicking on the **+ box.**

2. Click on the task list name to open **Manage Existing Employees and Job Codes.**

3. In the Monthly Pay Rate tab, note the monthly pay rate for a few employees.
   Note: The employee name column is excluded from the screenshots below.

Monthly Pay Rate	Distributions	Salary Expense	Benefits	Total Comp	May	Jun
001300 - ASST PROF-AY	1_1				9,004	9,004
004576 - STDT SVC ADVISOR 4	1_3				6,695	6,695
003261 - ASSOC PROF IN RES-FY	1_1				9,283	9,283
000520 - SYS ADM 4	1_1				12,167	12,167

4. In the Distributions tab, note that the distribution account was converted as indicated in the Description of Conversion section. Note the distribution percentages.

					May	Jun
001300 - ASST PRO 1_1	A50200 - Acad-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		0.05	0.05
001300 - ASST PRO 1_1	A50200 - Acad-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		1	1
004576 - STDT SVC 1_3	A51200 - Staff-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		1	1
003261 - ASSOC PR 1_1	A50200 - Acad-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		0.33	0.33
000520 - SYS ADM 4 1_1	A51200 - Staff-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		0.5	0.5
007398 - PROJECT I 1_1	A51200 - Staff-Full Benefits-Pct	Unrestricted - Plan	C1 - Summary - Plan		0.25	0.25

5. In the Salary Expense tab, note the calculated salary amounts. Each salary account is calculated based on the data from the Monthly Pay Rate and Distributions tabs using the formulas listed in Appendix 1.

Monthly Pay Rate	Distributions	**Salary Expense**	Benefits	Total Comp				May	Jun
001300 - ASST PROF-AY	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P			436	436
001300 - ASST PROF-AY	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P			9,004	9,004
002321 - TEACHG ASST-1/10-I	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P				
001508 - ASSOC IN __ -AY-1/1	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P				
002321 - TEACHG ASST-1/10-I	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P				
004576 - STDT SVC ADVISOR	1_3		51200 - Staff Salaries & W	Unrestricted - Pla	C1 - Summary - P			6,500	6,500
003261 - ASSOC PROF IN RES	1_1		50200 - Academic Salaries	Unrestricted - Pla	C1 - Summary - P			3,063	3,063
000520 - SYS ADM 4	1_1		51200 - Staff Salaries & W	Unrestricted - Pla	C1 - Summary - P			6,084	6,084

6. In the Benefits tab, note the calculated CBR, UCRP, and GAEL. Each amount is calculated based on the data from the Salary Expense tab using the formulas listed in <u>Appendix 1</u>

Monthly Pay Rate	Distributions	Salary Expense	**Benefits**	Total Comp				May	Jun
001300 - ASST PROF-A	1_1		53060 - Benefit Assess-Acad Regular	Unrestricted - Plan	C1 - Sum			159	159
			53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 - Sum			3	3
			57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum			7	7
001300 - ASST PROF-A	1_1		53060 - Benefit Assess-Acad Regular	Unrestricted - Plan	C1 - Sum			3,286	3,286
			53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 - Sum			69	69
			57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum			140	140
002321 - TEACHG ASST	1_1		57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum				
001508 - ASSOC IN __	1_1		57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum				
002321 - TEACHG ASST	1_1		57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum				
004576 - STDT SVC AD	1_3		53070 - Benefit Assess-Staff Regular	Unrestricted - Plan	C1 - Sum			2,958	2,958
			53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 - Sum			50	50
			57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum			101	101
003261 - ASSOC PROF	1_1		53060 - Benefit Assess-Acad Regular	Unrestricted - Plan	C1 - Sum			1,118	1,118
			53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 - Sum			24	24
			57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 - Sum			47	47
000520 - SYS ADM 4	1_1		53070 - Benefit Assess-Staff Regular	Unrestricted - Plan	C1 - Sum			2,768	2,768
			53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 - Sum			47	47

7. In the Total Comp tab, you see one row per Employee-Job Code-DeptID combination and with the sum of data from the Salary Expense and Benefits tabs.

					May	Jun
001300 - ASST PROF-AY 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary		605	605
001300 - ASST PROF-AY 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary		12,499	12,499
002321 - TEACHG ASST-1 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary			
001508 - ASSOC IN __ -A 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary			
002321 - TEACHG ASST-1 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary			
004576 - STDT SVC ADVI: 1_3	Total Compensation	Unrestricted - Plan	C1 - Summary		9,608	9,608
003261 - ASSOC PROF IN 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary		4,253	4,253
000520 - SYS ADM 4 1_1	Total Compensation	Unrestricted - Plan	C1 - Summary		8,993	8,993

Pooled Compensation Expenses

1. Navigate to the **My Task List** and expand the **HCP Planner Task List** by clicking on the **+ box.**

2. Click on the task list name to open **Create and Manage HCP Pooled Positions.**

3. In the Monthly Pay Rate tab, note the average monthly pay rate for a few pooled job codes.

		May	Jun
Summer Salary Pooled	1_1		12,017
Lecturer Pooled	1_1	10,000	10,000
	1_3	10,000	10,000
	1_3	8,000	8,000

4. In the Distributions tab, note that the distribution account was converted as indicated in the Description of Conversion section. Note the distribution percentages and FTE and Headcount. (Headcount is only used for positions eligible for fee remission.)

					May	Jun
Summer Salary Pooled	1_1▓▓ ▓▓▓ ▓▓▓	A50200 - Acad-Full Benefits-	Unrestricted - Plan	C1 - Summary		
		Pooled FTE	Unrestricted - Plan	C1 - Summary		
Lecturer Pooled	1_3▓▓ ▓▓▓▓ ▓▓	A50200 - Acad-Full Benefits-	Unrestricted - Plan	C1 - Summary	1	1
		Pooled FTE	Unrestricted - Plan	C1 - Summary	0.13	0.13
	1_3▓▓ ▓▓▓▓ ▓▓▓	A50200 - Acad-Full Benefits-	Restricted Gifts - Plan	C1 - Summary	1	
		Pooled FTE	Unrestricted - Plan	C1 - Summary	1	1
			Restricted Gifts - Plan	C1 - Summary	0.15	

5. In the Salary Expense tab, note the calculated salary amounts. Each salary account is calculated based on the data from the Monthly Pay Rate and Distributions tabs using the formulas listed in Appendix.

					May	Jun
Summer Salary Pooled	1_1▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -		
Lecturer Pooled	1_1▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -		
			Restricted Gifts - Plan	C1 - Summary -		
	1_3▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -	1,300	1,300
	1_3▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Restricted Gifts - Plan	C1 - Summary -	1,200	

6. In the Benefits tab, note the calculated CBR, UCRP, and GAEL. Each amount is calculated based on the data from the Salary Expense tab using the formulas listed in Appendix 1.

					May	Jun
Summer Salary Pooled	1_1▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -		
Lecturer Pooled	1_1▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -		
			Restricted Gifts - Plan	C1 - Summary -		
	1_3▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Unrestricted - Plan	C1 - Summary -	1,300	1,300
	1_3▓▓ ▓▓▓▓	50200 - Academic Salaries & Wa	Restricted Gifts - Plan	C1 - Summary -	1,200	

7. In the Total Comp tab, you see one row per Pooled Position-DeptID combination and with the sum of data from the Salary Expense and Benefits tabs.

					May	Jun
Summer Salary Pooled	1_1▓▓ ▓▓▓ ▓▓▓	Total Compensation	Unrestricted - Plan	C1 - Sum		
Lecturer Pooled	1_1▓▓ ▓▓▓ ▓▓▓	Total Compensation	Unrestricted - Plan	C1 - Sum		
			Restricted Gifts - Plan	C1 - Sum		
	1_3▓▓ ▓▓▓	Total Compensation	Unrestricted - Plan	C1 - Sum	1,805	1,805
	1_3▓▓ ▓▓▓ ▓▓▓	Total Compensation	Restricted Gifts - Plan	C1 - Sum	1,666	

Dept ID Comp Adjustments

Similar to the conversion of distribution accounts for planning individual employees and pooled positions, we converted the legacy HCP accounts used for Dept ID Adjustments to new HCP accounts that combine both the salary and wage account and the CBR rate. This allows planners to see which CBR rate will be used for the calculation and select a distribution account that will result in the desired CBR calculation.

In October 2019, DeptID adjustments that were entered for UCRP (in account 537XX - Other Retirement Benefits - Plan) were not copied because we are now calculating UCRP.

In the cases were multiple account codes were converted to one account, the comments were merged. For example if there were adjustments for 50215 - Acad Nonteach-Regular (Default) with "Comment1" and 50240 - Acad Teach-Regular (Default) with "Comment2", they were merged into one row with comment "Comment1 * Comment2".

Legacy HCP Dept ID Adjustment Account (used for planning until FY20 Operating Budget was finalized on July 30, 2019)	HCP Dept ID Adjustment Account after Oct 2019 conversion	HCP Dept ID Adjustment Account after Jan 2020 conversion
50211 - Acad Nonteach-Exempt from CBR	A50200 - Acad-CBR Exempt-Amt	A50200 - Acad-No Eligibilty-Amt
50212 - Acad Nonteach-Limited Benefits	A50200 - Acad-Limited Benefits-Amt	A50200 - Acad-Limited Benefits-Amt
50215 - Acad Nonteach-Regular (Default)	A50200 - Acad-Full Benefits-Amt	A50200 - Acad-Full Benefits-Amt
50240 - Acad Teach-Regular (Default)	A50200 - Acad-Full Benefits-Amt	A50200 - Acad-Full Benefits-Amt
50241 - Acad Teach-Exempt from CBR	A50200 - Acad-CBR Exempt-Amt	A50200 - Acad-No Eligibilty-Amt
50242 - Acad Teach-Limited Benefits	A50200 - Acad-Limited Benefits-Amt	A50200 - Acad-Limited Benefits-Amt
51029 - Work Study	A51200 - Staff-CBR Exempt-Amt	A51200 - Staff-No Eligibilty-Amt
51210 - Staff-Non student	A51200 - Staff-Full Benefits-Amt	A51200 - Staff-Full Benefits-Amt
51231 - Staff-Exempt from CBR	A51200 - Staff-CBR Exempt-Amt	A51200 - Staff-No Eligibilty-Amt
51232 - Staff-Limited Benefits	A51200 - Staff-Limited Benefits-Amt	A51200 - Staff-Limited Benefits-Amt
520XX - Other Employee Compensation - Plan	520XX - Other Employee Compensation - Plan	520XX - Other Employee Compensation - Plan
53090 - Fringe Assessment-Contra	53090 - Fringe Assessment-Contra	53090 - Fringe Assessment-Contra
537XX - Other Retirement Benefits - Plan	537XX - Other Retirement Benefits - Plan	537XX - Other Retirement Benefits - Plan
5380X - Fee Remission - Plan	5380X - Fee Remission - Plan	5380X - Fee Remission - Plan
53XXX - Fringe Benefits - Plan	53XXX - Fringe Benefits - Plan	53XXX - Fringe Benefits - Plan
Acad Benefits Regular - Plan	Acad Benefits Regular - Plan	Acad Benefits Regular - Plan
Staff Benefits Regular - Plan	Staff Benefits Regular - Plan	Staff Benefits Regular - Plan

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1. Navigate to the **My Task List** and expand the **HCP Planner Task List** by clicking on the **+ box.**

   My Task List
   - HCP Planner Task List
     - Manage Existing Employees and Job Codes
     - Create and Manage HCP Pooled Positions
     - Dept ID Comp Adjustments
     - Review BFS Journals
     - Mass Salary Adjustments
     - Review HCM data to add to Plan
     - Monthly Pay Rate Lookup

2. Click on the task list name to open **Dept ID Comp Adjustments.**

3. In the Salary Expense tab, note Dept ID adjustment amounts. Also, note that the accounts were converted as indicated above.

   Salary Expense | Benefits | Total Comp

				May	Jun
1_1▓▓▓	A50200 - Acad-Full Benefits-Amt	Unrestricted - Plan	C1 - Summar	13,900	12,828
1_1▓▓▓	A50200 - Acad-Full Benefits-Amt	Unrestricted - Plan	C1 - Summar	3,680	

4. In the Benefits tab, note the calculated CBR, UCRP, and GAEL. Each amount is calculated based on the data from the Salary Expense tab using the formulas listed in Appendix 1.

   Salary Expense | **Benefits** | Total Comp

				May	Jun
1_1▓▓▓	53060 - Benefit Assess-Acad Regular	Unrestricted - Plan	C1 -	5,074	4,682
	53709 - UCRP Supplmntl Assess-Interest	Unrestricted - Plan	C1 -	107	99
	57310 - General & Empl Liability Insur	Unrestricted - Plan	C1 -	215	199
1_1▓▓▓	53060 - Benefit Assess-Acad Regular	Unrestricted - Plan	C1 -	1,343	

5. In the Total Comp tab, you see one row per Dept ID-chartstring combination and with the sum of data from the Salary Expense and Benefits tabs.

   Salary Expense | Benefits | **Total Comp**

				May	Jun
1_1▓▓▓	Total Compensation	Unrestricted - Plan	C1 - Summary - Plan	19,296	17,808
1_1▓▓▓	Total Compensation	Unrestricted - Plan	C1 - Summary - Plan	7,036	393

## Tip: Adding distributions with a different DeptID

One question that often comes up in Help Desk tickets involves adding distributions and changing the DeptID. It is best to add distributions to new DeptIDs on the monthly pay tab and use the **Add an Existing Employee** functionality to add monthly pay and distribution data. This ensures that salary and CBR/UCRP/GAEL get calculated.
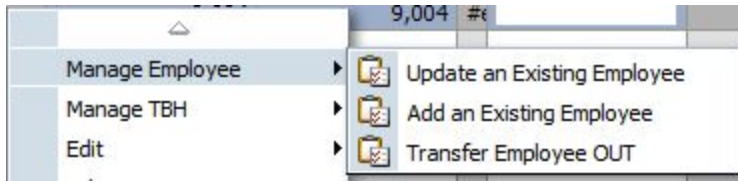
We often get Help Desk tickets when planners only add distributions on the distributions tab. If there is no monthly pay for the employee-deptID-job code combination in the new deptID, then there will be no salary and CBR/UCRP/GAEL get calculated.

Tip: Assign employee to TBH

Planners may also not be aware of how to use the **Assign Employee to TBH** functionality. It should be used when after the employee you were planning for in as a To-be-hired/New Employee has been hired with salary expense appearing in the salary expense tab. Copy the new employee's Employee ID, switch to the monthly pay tab, right-click on the TBH, and click on **Assign Employee to TBH**.
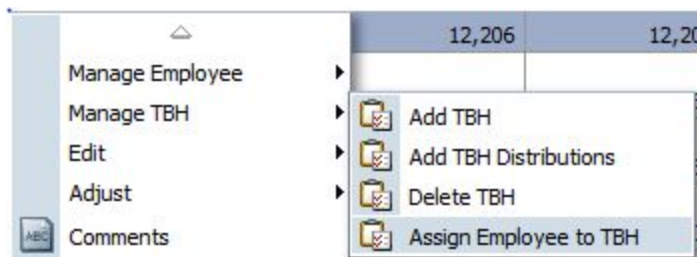
The To-Be-Hired number is displayed on the top line for you to confirm. (If it's wrong, click on cancel.)

In the second line, next to "Select and Employee", replace the default value by pasting in the Employee ID number that you copied from the Salary Expense form. (Alternately, you can use the member selector to drill in on Existing Employees or search for the employee.) Click on Launch. The data you planned as a TBH, will become associated with the Employee ID.

Appendix 1 - Description of the calculations

Salary & Wage and CBR Calculations

Calculations for Individual Employees	Calculations for Pooled
50200 - Academic Salaries & Wages for individual employees = Monthly Pay Rate x (A50200 - Acad-Full Benefits-Pct + A50200 - Acad-Limited Benefits-Pct + A50200 - Acad-No Eligibility-Pct + A50200 - Acad-Student-Pct + A50200 - Acad-Exempt from CBR-Pct)	**50200 - Academic Salaries & Wages** for pooled = Monthly Pay Rate x FTE x (A50200 - Acad-Full Benefits-Pct + A50200 - Acad-Limited Benefits-Pct + A50200 - Acad-No Eligibility-Pct + A50200 - Acad-Student-Pct + A50200 - Acad-Exempt from CBR-Pct)
51200 - Staff Salaries & Wages for individual employees = Monthly Pay Rate x (A51200 - Staff-Full Benefits-Pct + A51200 - Staff-Limited Benefits-Pct + A51200 - Staff-No Eligibility-Pct + A51200 - Staff-Student-Pct + A51200 - Staff-Exempt from CBR-Pct)	**51200 - Staff Salaries & Wages** for pooled = Monthly Pay Rate x FTE x (A51200 - Staff-Full Benefits-Pct + A51200 - Staff-Limited Benefits-Pct + A51200 - Staff-No Eligibility-Pct + A51200 - Staff-Student-Pct + A51200 - Staff-Exempt from CBR-Pct)
53060 - Benefit Assess-Acad Regular for individual employees = Monthly Pay Rate x A50200 - Acad-Full Benefits-Pct x Academic CBR rate	**53060 - Benefit Assess-Acad Regular** for pooled = Monthly Pay Rate x FTE x A50200 - Acad-Full Benefits-Pct x Academic CBR rate
53070 - Benefit Assess-Staff Regular for individual employees = Monthly Pay Rate x A51200 - Staff-Full Benefits-Pct x Staff CBR rate	**53070 - Benefit Assess-Staff Regular** for pooled = Monthly Pay Rate x FTE x A51200 - Staff-Full Benefits-Pct x Staff CBR rate
53080 - Benefit Assessment - Limited for individual employees = Monthly Pay Rate x (A50200 - Acad-Limited Benefits-Pct + A51200 - Staff-Limited Benefits-Pct) x Limited CBR rate	**53080 - Benefit Assessment - Limited** for pooled = Monthly Pay Rate x FTE x (A50200 - Acad-Limited Benefits-Pct + A51200 - Staff-Limited Benefits-Pct) x Limited CBR rate
53085 - Benefit Assess - No Eligibility for individual employees = Monthly Pay Rate x (A50200 - Acad-No Eligibility-Pct	**53085 - Benefit Assess - No Eligibility** for pooled = Monthly Pay Rate x FTE

+ A51200 - Staff-No Eligibility-Pct) x No Eligibility CBR rate	x (A50200 - Acad-No Eligibility-Pct + A51200 - Staff-No Eligibility-Pct) x No Eligibility CBR rate
53086 - Benefit Assess - Student for individual employees = Monthly Pay Rate x A50200 - Acad-Student-Pct x Student CBR rate	**53086 - Benefit Assess - Student** for pooled = Monthly Pay Rate x FTE x A50200 - Acad-Student-Pct x Student CBR rate

UCRP and GAEL Calculations

53709 - UCRP Supplmntl Assess-Interest = total Salaries & Wages x UCRP rate

After January 2020, UCRP is calculated on Current Funds excluding Contracts & Grants

(Between October 2019 and January 2020, UCRP was calculated for all current funds.

57310 - General & Empl Liability Insur = total Salaries & Wages x GAEL rate

Fee Remission Calculations

5380X - Fee Remission - Plan = (Pooled Headcount x A50200 - Acad-Student-Pct x Fee Remission for the Pooled Position)

The calculated fee remission amount is populated in September for the Fall semester and February for the Spring semester.

Appendix 2 - Rates for planning as of January 2020

Composite Benefit Rates were updated on January 31, 2020. The fee remission rates, GAEL, & URRP rates were updated in CalPlanning in October 2019.

Composite Benefit Rates (CBR)	FY20	FY21
Academic	36.5%	36.5%
Staff	45.5%	46.6%
Limited (this includes Postdocs)	17.4%	16.5%
Employees with No Benefit Eligibility	5.6%	5.6%
Students	2.4%	2.4%

Fee Remission by HCP Pooled Position Type per Semester	FY20	FY21
GSR - Resident	$9,713.25	$10,126.00
GSR - Non-Resident	$17,264.25	$17,677.00
GSI	$9,055.00	$9,454.00
Reader/Tutor - Student	$9,055.00	$9,454.00

GAEL & UCRP	FY20	FY21
General, Automobile, and Employment Liability (GAEL) rate	1.55%	1.55%
University of California Retirement Plan (UCRP) Supplemental Allocation	0.77%	0.77%