

Note: Key terms from the previous PPS system have been added for additional reference.


PPS (term/concept)	UCPath (term/concept)	Definition
*no PPS equivalent	Absence Management	The Absence Management module in UCPath is UC's single system of record for all time off, and used to: <ul style="list-style-type: none"> • Plan and manage absence events, including extended leaves • Calculate vacation and sick time
Action Codes	Action/Reason Codes	In UCPath, the reason an employee's job or employment information is updated. The "Action" is entered along with a corresponding "Reason": an action of Hire may be entered with a reason of Original/New hire, or an action of Termination may be entered with a reason of Resignation. The reason an employee's job or employment information is updated. The action reason is entered in two parts: a personnel action, such as a promotion, termination, or change from one pay group to another—and a reason for that action. PPS has a smaller set of codes than UCPath for hires, terminations, etc, such as "01" for Employee Level (Bundle derived) - New Hire, and "13" for Appointment Level - Additional Employment (PPS preparer enters code).
Web PAN	AWE – Approval Workflow Engine	Approval process. In UCPath, approvals must be made by individuals with the Approver role <u>before</u> transactions can be concluded. In PPS, PAN notices (emails) are sent <u>after</u> transactions are already concluded.
Location/Sub-Location	Business Unit	Each UC campus and med center is identified by a 'Business Unit' which will be used to segregate campus information for reporting and system security access: <ul style="list-style-type: none"> • IRCMP = UC Irvine Campus • IRMED = UC Irvine Med Center
Account & Fund	Chartfield & Chartfield String	In UCPath applications, the fields that make up the chart of accounts and provide the system with the basic structure to segregate and categorize transactional and budget data. A particular Chartfield always represents only one category of data, it stores many values that you use to further categorize that same data. Examples of UCPath Chartfields are Fund, Department, Project, etc. A combination of two or more Chartfield values that represent a funding source in the General Ledger. Equivalent

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		to FAU, Chartstring, and Funding String.
Appointment Distributions	Commitment Accounting	The Commitment Accounting module in UCPath is used to: <ul style="list-style-type: none"> • Manage funding distributions for payroll expense • Tie funding sources (FAU) to positions regardless of whether an incumbent exists
*no PPS equivalent	Company	All UC campuses are identified as a single 'Company' and consolidated under one federal tax ID to enable system-wide consolidation of employee information for reporting: <ul style="list-style-type: none"> • UCS = University of California System-wide
Pay Rate (H or A)	Compensation Frequency	PPS's Pay Rate (H or A) field and UCPath's Compensation Frequency field are equivalent. Compensation Frequency defines how the total compensation is actually paid out to the employee, whether hourly (H) or annually (A).
*no PPS equivalent	Comp Rate Code	UCPath Comp Rate Codes are a set of codes used to define whether an employee is paid hourly or receives a salary, and if the salary is on-scale where the employee's pay resides on the scale, or whether the employee is paid off-scale, or has a negotiated salary.
*no PPS equivalent	Contingent Worker	Non-supervisory or supervisory contingent worker (CW) engaged by the University on a non-permanent basis to complete a specific function or task who does not have an employee relationship with UCI, does not receive remuneration through UCPath, and does not receive university benefits or entitlements. Examples include: Volunteer, Contractor, Staff Intern, Temp Agency Staff, Unpaid Student Facilitator, Visiting Scholar.
Gross to Net Codes (GTN)	Deduction Codes	Deduction Codes include pre and/or post tax reductions from gross pay (i.e., medical premium, parking, United Way), as well as employer contributions to benefits, and are used by UCPath to calculate net pay. Previously known as gross to net codes (GTN).
RX/LX transactions or UPAYS	Direct Retro	In PPS, if retroactive changes need to be made to funding, RX/LX transactions or UPAYS are used to process the said transactions. In UCPath, Direct Retro functionality processes Salary Cost Transfers, or the movement of funds from one account into another. Note: The direct retro process is commonly used to clear the suspense account for expired or invalid funding data,

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		<p>move authorized pre-award spending without project/grant setup after the project/grant is in UCPath, or redistribute all or a portion of a prior period distribution to different funds due to delayed approval of a funding change.</p> <p>Although modifications to the accounting entries using the direct retro process do not change the existing funding data in the UCPath tables, you should make appropriate corrections to the funding tables to avoid processing the same direct retros in the following pay cycle.</p>
IERN or Payroll Ledger	DOPE Report	Locations will utilize the Distribution of Payroll Expense Report (DOPE) to identify expenses to all accounts, including incorrect charges to their Suspense Account.
DOS Codes	Earnings Codes	Earnings Codes include the components of compensation and are used by the UCPath Payroll process to calculate gross pay.
*no PPS equivalent	Effective Date	The Effective Date field for position, job and other UCPath records/transactions represents the date the status becomes current or active.
Employee	Employee	<p>Person information available in UCPath categorized as an 'Employee' is defined as:</p> <ul style="list-style-type: none"> • Individuals hired into a specific job requiring pay reportable on a W-2 • Terms of employment that are specified by an offer letter, employment contract or verbally, including WOS appointments • Subject to FLSA regulations
Appointment Type	Employee Class	<p>Employee Class is an employee categorization field in UCPath and will be used to identify the appointment type. Examples include:</p> <ul style="list-style-type: none"> o Academic faculty o Academic Health Science Trainee o Academic Non-Faculty o Academic Student o CWR Academic o CWR Staff o Career o Contract o Floater o Limited o Partial Year Career o Per Diem o Rehired Retiree o Rehired Retiree – Academic Recall

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		o Student
Employee ID Number	EMPLID (Employee ID)	Following HR using one of UCPath’s Smart HR templates to process a new hire, the UC Path Center (UCPC) runs a final system process which generates an eight digit Employee ID, e.g. “67891234”. Employees can identify their UCPath EMPLID via paystubs.
*no PPS equivalent	Employee Record Number	Identifies each job. For most employees, the number will be zero. Employees with multiple concurrent jobs will have a unique record number for each job, assigned sequentially based on date of hire for each job.
Appointment Percentage	FTE (Full-Time Equivalent)	FTE (Full-Time Equivalent) in UCPath doesn’t mean a permanently funded position as it does in PPS. In UCPath, FTE only reflects the employees percentage of time worked. FTE can be changed at either the position or job level.
FAU (Full Accounting Unit)	Funding Source or Combination Codes	Similar in PPS and UCPath. ‘Funding Sources’ or Combination Codes within UCPath are reflected as chartfield strings that are used to create journal entries when interfaced to the general ledger within the financials system. In UCPath, the chartfields include: fund, program, department, cost center. In PPS, the FAU consists of the Full Accounting Unit number – Includes Location, Account, Cost Center, Fund, Project Code and Sub.
Fund Source – tied to individual	Fund Source – tied to position or chair	In UCPath funding works differently from PPS. In PPS, funding is tied to an employee. Funding information, the salary amount, percent and description of service code are all on one distribution line. In UCPath, the fund source is separate from the employee. Funding is associated with a position and entered on the Funding Entry page.
Title Code	Job Code	Job Codes in UCPath are used to define Job Titles and related classifications including: Job Families, FLSA, Compensation Rate Ranges and Steps and EEO compliance categories. Job Codes are different from Positions. All employees will be assigned a Job Code; however, Positions can be tracked without an incumbent. For example, you can have a job code representing the Administrative Assistant title, and for that job you can have

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		different Administrative Assistant Positions – one in Human Resources and another in Finance. Positions track details for a specific job in a specific department, location, union and funding source regardless of employee hiring details which is separate from the employee hiring process which UCPath associates a person’s personal details with a system Employee ID.
Appointment	Job & Job Data	A job in UCPath is analogous to an Appointment in PPS. It is used to organize employment information, or job data, with an employee.
*no PPS equivalent	Leave - Intermittent	Although intermittent leaves are not entered in PPS, they must be entered in UCPath. Hours related to the intermittent leave can be entered in time and attendance or through the Manage Accruals page.
*no PPS equivalent	Life Event	A change in the status of the employee including/possibly birth of a child, death of a spouse, loss of a job, marriage, divorce, etc.
Department Address	Location	Department mailing address will populate for the location.
Multiple Components of Pay (MCOP)	Multiple Components of Pay (MCOP)	Same in both PPS and UCPath.
Social Security Number	National ID Type	UCPath’s National ID Type and PPS’s SSN are similar. Selecting an individual’s UCPath National ID Type field drop-down selection would either be: <ul style="list-style-type: none"> • PR = Social Security Number, OR, • ITIN = Individual Tax ID Number
CSAL	PayPath	In UCPath, Initiators will use PayPath to update job information for existing employees. PayPath combines 3 tabs: 1) Position (chair), 2) Job (person + chair), and 3) Additional Pay. In comparison, PPS Processers used the CSAL bundle in PPS to make similar changes.
Preparer	Position Initiator	PPS Preparers equals UCPath Initiators. HR Initiators use the Position Control Request page to request new positions or to request changes to existing vacant positions, when approvals are required. Note that updates to filled positions will be submitted via PayPath.
*no PPS equivalent	Position Management	In UCPath, a “Position” or empty organizational job chair is required before you can later hire or rehire a person into said chair. A system generated eight digit position number, e.g. 40212345, gets created following: step one, HR

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		<p>generating a new position request, and step two, approving the request at the local business unit/campus level.</p> <div style="text-align: center;">  <p>Chair (Position #) Person (Empl ID) Job (Position # + Empl ID)</p> </div> <p>Unlike PPS, funding and job details in UCPath gets attached to the position/chair and not the person, so when a position becomes vacated, the funding and job and job location details remain with the position/chair. Positions are normally occupied by one person/employee in a “one-to-one” relationship, but UCPath enables multiple people with identical job characteristics to occupy one departmental position at the same time, called “multi-headcount”.</p>
*no PPS equivalent	Premium Waiver	A provision included in most life insurance policies exempting the insured from paying premiums after he or she has been disabled for a specified period of time.
Home Department	Primary Job	Primary Job replaces the concept of Home Department used in PPS. It is derived automatically by the system based on the job attributes such as FTE. To override Primary Job the Locations must contact the UCPC.
Bundles	Templates, Smart HR	UCPath Template transactions are custom workflow processes used to hire, terminate, or transfer employees from one position to another position. UCPath uses PayPath for transactions that occur within the same position.
Central or departmental HR, Benefits, Payroll, Customer Service, or local helpdesk	UCPath Customer Service	The Customer Service unit within the UCPath Center is responsible for responding to questions and resolving issues primarily via phone i.e., ‘call center’.
ITS/PPS Payroll Team	UCPath IT Services	<p>The IT Services unit within the UCPath Center is responsible for:</p> <ul style="list-style-type: none"> ● Control table updates ● Coordinating in/out bound interfaces ● Resolving UCPath system issues

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Central Payroll Services and/or Departmental transaction processors	UCPath Operations	The Operations unit within the UCPath Center is responsible for transactional processing and employee level data changes to include: <ul style="list-style-type: none"> ● Pay adjustments ● Pay calc & confirm process ● Benefits Administration ● Workforce Admin/Job Data updates
EDB/PPS a) Pay Compute b) EDB entries (excluding FAU info)	UCPath System a) Pay Calc & Confirm b) Workforce Admin/Job Data updates	The scope of the project includes implementing UC's own unique version or customization of the UCPath Human Capital Management System, called UCPath, and a conversion of data from EDB/PPS. <ul style="list-style-type: none"> a) Pay Calc & Confirm describes the key payroll calculation processes resulting in creation of paychecks b) Workforce Admin/Job Data updates describes the maintenance of employee information including job, salary and department information
Collective Bargaining Unit	Union Code	The Union Code in UCPath identifies an employee's affiliation to a specific bargaining unit.