

SUNY Downstate Health Sciences University

Lawson Budget & Planning Manual

FY 2022-23

Budget submission due April 8, 2022

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FY 22/23-Budget Highlights and Important Notes

- 1. Use **Internet Explorer** to access LBP.
- 2. Prepare your **Plan View Setup** for **<u>FY 22/23-Budget</u>** database.
- 3. <u>UNION SALARY INCREASES</u> Some were preloaded in the Workforce tab, and some components are being held centrally to address the increases once there is a directive to move forward with them. No action is required. (See pg. 27-28 for more info.)
- 4. VACANCIES PRELOADED -
 - <u>Academic and Shared Services areas</u> VACANT AU's should be used for new requests to fill Vacant positions or other new salary actions.
 - <u>Hospital non-Shared services</u> only approved vacancies were uploaded to department AU's. Do not enter new requests to fill vacancies or new positions.
- 5. <u>CONSULTANT CONTRACTS</u> Use Object code **"5813-Consultants"**.
- <u>TEMP AGENCY STAFF</u> If funding is <u>not</u> from an approved vacancy Use Object code "5842-Manpower Services"
- 7. AU's used for Procurement Card charges must be budgeted in respective objects (i.e. Supplies), not in the P-card Object Code "3095".
- 8. IFR's must be budgeted if expenses are planned for 22/23, not to exceed projected cash balance.
- 9. Contract detail lines have been preloaded. Budget amounts must be entered on these detail lines. This will enable Contracts dep't to encumber the contracts without requisition submittal.
- 10. For Budget Presentations to EC3, a template will be provided.
- 11. Department's Table of Organization are required.
- 12. Export data to Excel to save work. System will not be accessible after 6/15/22 (except to Budget Office Team) ³

Contacts

• **Budgeting Help:** During the budgeting process if you have questions or need assistance, please send an e-mail:

Academic and Shared Services BudgetHelp@downstate.edu

Hospital non-Shared Services Sharad.Kumar@downstate.edu Patricia.Ward@downstate.edu

Academic-College of Medicine and School of Graduate Studies only: Report Salary / Payroll distribution discrepancies to: Ross.Clinchy@downstate.edu Elizabeth.Smith@downstate.edu Bridgette.Stevens@downstate.edu

Login

Use Internet Explorer browser. LBP won't work properly with other browsers.

(To change from Microsoft Edge-see pgs 58-64. Contact <u>Herve.Blemur@downstate.edu</u> for assistance)

Login Link can be found on Downstate Web Page:

Click:

Information for You>Faculty & Staff>Accounting & Finance> Lawson Budget & Planning System (LBP)

Enter your user name and password (same as PC log-in).

LAWS I Solve The	J
Login	
Copyright © 2008 Lawson Software. All rights reserved.	Technology 9.0.0.7.415

- Remote Access: To access LBP remotely, you must be connected to your DMC desktop using VPN access. For VPN access, please email the IT help desk: <u>helpdesk@downstate.edu</u> and request to be provided with VPN access.
- MAC Users: if you need access to a computer for budget preparation, please send an e-mail to BudgetHelp@downstate.edu

Introduction

IMPORTANT: USE THE "22/23-BUDGET" DATASET TO ENTER DATA.

The three main steps for budget preparation:

- Personal Services –Review Workforce tab to ensure all personnel associated to that AU are listed
- Contractual OTPS-Financial tab (Detail Lines) ensure all contracts are entered correctly. Will be used for annual encumbrances.
- Other OTPS

When you have completed your posting and budget, please review your input and click on the SAVE icon to save your work

SUNY Downstate Budget Process

- □ Ensure all of your Accounting Units (AU) are listed
- □ Check Workforce tab to ensure all your employees are listed
- □ Review/adjust employee salary AU distribution. Add any missing components.
- Vacant positions:
 - □ Academic & Shared Svcs:
 - Preloaded positions approved by EC3 and not yet filled
 - Preloaded positions that were filled in the approved 21/22 Budget but separated prior to Payroll 19
 - Additional requests for positions or filling vacancies should be entered in vacancy AU's for the department (coded as "VAC")
 - \Box Hospital preloaded approved vacancies from 7/1/21 and forward that were not filled.
 - Do not add new requests to fill vacancies. Requests should be directed to Sharad Kumar and Patricia Ward.
- □ OTPS details and PS (non-workforce) data-Enter into Finance tab
- □ Enter budget detail lines (mandatory for existing contracts) instructions on page 36

LBP Main Screen

infor Infor Lawson Budgeting & Planning			
Plan - Report Approval - Distribution Administratio	n		
Finance Plan			
My Plan Financial Workforce			
C□④ ► ₩ № ₩ ₩ ⊡ ₽ ×			
Accounts Period Quarter Year			
321328-HOSPITAL FINANCIAL PLANNING			
	2021		
	21/22-Budget		

Open Accounting Unit (AU)

There are two ways to open an Accounting Unit (AU)

The First Way to Open an Accounting Unit (AU)

infor Infor Lawson Budgeting & Planning		
Plan - Report Approval - Distribution	infor Infor Lawson Budgeting & Planning	
Finance Plan My Plan Financial Workforce	Plan - Report Approval - Distribution Finance Plan	TYPE ACCOUNTING UNIT FOR THE BUDGET YOU WANT TO WORK ON
C □ @ ► ௧ ₨ 閾 ௷ ₪ ቩ >	My Plan Financial Workforce My Accounting Units Company Code: DMC-MASTER MC-MASTER-361325-DSRIP	5 - O Description: Submit
infor Infor Lawson Budgeting &	Planning	STEPS TO OPEN AN AU
Plan → Report Approval → Distr Finance Plan My Plan Financial Workforce C □ ⊕ ⊕ ► 聴 ি №	ibution Administration CLICK ON AU HERE TO OPEN BUDGET	 Click on MY PLAN button (1) Type in AU for the Budget you want to work on (2)
Accounts Period	Quarter Year	3. Click on AU here to open the Budget you want to work on
	2018 19/20-Budget	(3) 9

Second Way to Open An Accounting Unit (AU)



Financial Tab View

infor Infor Lawson Budgeting & Planning	There a budget	
Plan - Report Approval - Distribution	Ū	
Finance Plan	10/	
My Plan Financial Workforce	VVV	
C'□@ ┣։։։ Cx ಔ ⊞.⊡ C ≥	inf	
Accounts Period Quarter Year		
361325-DSRIP > TOT-EXP-Total Expenses	Plan 👻	
	Financ	
	My Pla	
	C' 🗎	
PSR-Totals-Totals All PSR	Period	
OTPS - Totals-Totals All OTPS	1 enou	
OTPS - EXP-EXP OTPS	361325	
OTPS - REC-REC OTPS	10	
R-CS-Central Stores		
R-TEL-Telephones		
▶ R-SMI-SMIC	Total E	
R-BIOMED-Biomedical Illustration	▶ 20571	
▶ R-DUP-Duplicating	▶ 20654	
	▶ 23449	
 FINANCIAL TAB- Shows budget in summary view 	▶ 26067	

2. WORKFORCE TAB- Shows detailed staff budgets

Screens to Complete Budget

There are two tabs to work from when completing your budget: the FINANCIAL tab and the WORKFORCE tab.

WORKFORCE TAB VIEW

_				
infor	Infor Lawson	Budgeting & P	lanning	
Plan + Re	port Approv	val 👻 Distrib	ution	
My Plan Fi	nancial Workf	orce		
C 🗎 🖷 📋	🖻 🖽 🖍 🗒	🕒 [b] 🖽 D	<i>f</i> 💙	
Period Quar	ter Year			
361325-DSRI	Р			
ID	Description	Job/Position	Employee	Pay Rate
Total Budg				
▶ 20571H	DSRIP-Adm	0-MISSING		
▶ 20654H	DSRIP-Exec	0-MISSING		
▶ 23449H	DSRIP- Pro	0-MISSING		
▶ 26067H	DSRIP-Car	0-MISSING		
▶ 26075H R	DSRIP-Car	0-MISSING		
▶ 26075H	DSRIP-Car	0-MISSING		
	20012 01	2.1/20/10		11

Preparing Plan View for FY 22-23 Budget Dataset	infor Infor Lawson Budgeting & Planning
1	Plan - Report Approval - Distribution
Plan View Setup	My Plan Financial Workforce
Dataset Parameters Specify Dataset Specify Type: Add To Plan View Column Layout	Period Quarter Year 361325-DSRIP
Predefined Reorder Dataset Type Year Display	
Default Period Quarter Year	STEPS TO OPEN UP BUDGET
ReorderDatasetTypeActiveStart YearEnd YearDelete↓ ↑19/20-BudgetGlobal <a>2018 ×	 Click on PLAN button (1) Click on RESTORE TO DEFAULT (2) Click ON SPECIFY DATASET (3)



Preparing Plan View for FY 22-23 Budget Dataset





- 4.SCROLL DOWN to select budget 22-23-Budget(4)
- 5. Click OK (5)
- 6. Click ADD TO PLAN VIEW (6)

Preparing Plan View for FY 22-23 **Budget Dataset**

7. Click ACTIVE Button (7)

8. Click OK (8)

Plan View Setup		
Dataset Parameters	Budget Plan View	
Specify Dataset: 19/20-Budget	Plan - Report Approval - Distribution Administration	
Column Layout 7	My Plan Financial Workforce	
Predefined Reorder Dataset Type Year Display	C □ □	
Default Period Quarter Year	361325-DSRIP 2018	daot
Reorder Dataset Type Active Start Year End Year Delete	✓ Total Expenses 1,5	00,087
↓ ↑ 19/20-Budget Global		91,649
	Totals All PSR 1,4	91,649
	► PS Regular 1,3	03,096
8.	> PS Faculty	40.00
	Also Receives	49,863
	Evtra Sanira	20.00
	Holiday & Overtime	20,000
	Inconvenience	-
	▶ Location Pay	24,14
	Other Pay	(
Destars to Default	Shift Differential / Recall Pay	(
Residie to Default OK Cancer	Stand By / Recall Pay	(
	Vacation Pay / Lag	(
he following datasets are available in the system:		(
	▷ PS Temp	(
21-22 Budget - read-only mode	 Totals All OTPS 	8,437

<u>21-22 Actuals</u> – Hospital OTPS (based on Lawson GL, projected to year end)

22-23 Budget - preloaded budget dataset (for data entry) Note: To access prior year datasets: Click Plan View icon, select the dataset from the drop down menu & Click on Add To Plan View.

Financial



My Plan View Once you log in, AND SELECTED THE PLAN VIEW, you will see the My Plan View for your department. The My Plan View provides rows of expenditure accounts and columns (known in LBP as "Datasets") with information that will assist you in preparing your budget. Here you will be able to type in the Accounting Unit (AU) or the Description to open up the Budget you want _ to enter Or you can just hit SUBMIT button for all Accounting Units (AU) that you have access to. infor Infor Lawson Budgeting & Planning Plan -Report Approval -Distribution Finance Plan My Plan Financial Workforce Accounting Unit (AU) My Accounting Units Company Code: DMC-MASTER Accounting Unit Code: 361325 Submit O Description: infor Infor Lawson Budgeting & Planning Report Administration Plan -Approval -Distribution Finance Plan Enter name of AU you here if you do not know the AU My Plan Financial Workforce My Accounting Units Company Code: DMC-MASTER Accounting Unit Code: Description: DSRIP Submit DMC-MASTER-31130102-DSRIP 15 DMC-MASTER-361325-DSRIP

Accounting Unit (AU's)

- Budgets are always updated at the posting AU level (yellow boxes indicate data entry field).
- Expand or drill down into the AU to the posting AU (lowest level).
- Click on the plus "▶" sign to the left of each summary AU to expand to the next level. You are at the posting level when there are no more "+" signs to expand.
- **Note:** If you are assigned only to posting level AU's, you will not see the AU summary hierarchy. DO NOT ENTER MANPOWER TEMP AGENCY EXPENSES INTO THE WORKFORCE TAB DIRECTLY OR IT WILL BE REMOVED.

Click on	Click on to open drop down box for AU	
Plan • Report Approval • Distribution Finance Plan My Plan Financial Workforce	Open Accounting Unit Search Find Navigation Path Company PMC-MASTER-DMC-MASTER Click on sign to expand to posting AU	

Financial Tab

- The **Financial** tab is where you will enter:
 - OTPS (Other Than Personal Service) budget requests.
 - PS (Personal Service) non-workforce, lump-sum amounts at a nonemployee level (e.g., overtime, standby, etc).
 - Note: Detailed calculations for employee related costs are computed in the Workforce tab. The resulting summary amounts from the Workforce tab are reflected in the Financial tab at the account level.
- The screen below shows the Financial tab is active. Note the light blue color of the active tab.

infor Lawson Budgeting & Planning	
Plan - Report Approval - Distribution Administration	on
Finance Plan	
My Plan Financial Workforce C □ □ <th□< th=""> <th□< th=""> □<td></td></th□<></th□<>	
Accounts Period Quarter Year	
361325-DSRIP	
	2018
	19/20-Budget
Total Expenses	1,500,087

Accounts View

- Shows the roll-up of expenditure categories. Drill down to lower level accounts by clicking the (▶) symbol on left of summary accounts.
- When viewing data at a summary AU level, the account view shows total data values for that summary AU. You cannot edit the data at these levels.
- When viewing data at the posting AU level you can edit and update your budget.

Plan - Report Approval - Distribution Administration	
My Plan Financial Workforce	
С□④ ▶ ௧ № № № ℝ □ ₽ >	
Accounts Period Quarter Year	
361325-DSRIP > TOT-EXP-Total Expenses	
	2018
	19/20-Budget
Totals All PS	1,491,649
	1,491,649
▶ Totals All PST	0
Totals All OTPS	8,437
EXPOTPS	4,589
Supplice	1,089
3000-Supplies	0
3001-Office Supplies	200
3061-IT Supplies	0
3067-Typesetting & Design	0
3068-Labeling & Inserting	0
3069-Printing Supplies	0
3095-AMEX Charge Card Purch	0
3400-Food and Beverage	889
3800-Other Supplies	0
▶ Travel	3,500
Contractual Services	0
Library Acquisitions	0
► Equipment	0
▶ RECUTPS	3,848

	Posting Accounts				
•	Enter the AU for the Budget you want to work on	My Plan Financial Workforce	O Description:	ubmit	
•	Click Submit	Finance Plan			
•	The AU will appear and then click the link to open AU	My Plan Financial Workforce My Accounting Units Company Code: DMC-MASTER Accounting Unit Code: 361325 	-		
•	Alternately the Posting Accounts view will automatically appear	DMC-MASTER-361325-DSRIP Finance Plan My Plan Financial Workforce C C C C C C C C C C C C C C C C C C C		-	
	- It will list all of the posting accounts for that AU.	0000-Personal Service Regular 0100-Administrative 0111-Deficit Reduction Leave-DRL-Admin 0400-Instructional 0410-PSR Instructional 0500-Supporting Academic 0600-Supporting Academic 0610-PS-Unassigned 1700-Classified 1700-Classified - Overtime	2018 19/20-Budget 0 441,500 0 0 0 0 438,066 403,530 0 0 0 0 0 0 0 0 0 0 0 0 0		
		1890-Extra Service Image: Constraint of the service 1901-Acting Stipend Image: Constraint of the service 1902-Also Receives Image: Constraint of the service 1905-Geographic Pay Image: Constraint of the service	20,000 0 49,863 0	19	

Workforce Tab

- 1. For entering new and changing current PS salary component \$ amounts
- 2. Lists all positions and employees in your Posting AU
- 3. Please verify all employees in the Posting AU's that are in your area
- 4. If you are missing, existing employees that are on the current payroll, then you can add them here
- 5. The **FY 22-23 Budget** dataset has been pre-populated with projected PS budgets for each AU. These preloaded numbers can be edited



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Finance Plan

Setting Up the Workforce Tab



Workforce Detail Account Lines

- Workforce detail lines appear when you click on a **Workforce** budget ID # (equivalent to "line #")
- Each detail line represents a unique pay code. Numbers are entered into the yellow input fields to create a **Workforce** budget.
- **Do not make any changes to the Pay Rate**. You <u>MUST</u> have prior approval from Administration and a salary review from Human Resources, prior to making such a change. Please submit a copy of any salary review from Human Resources when completing your budget.



Using the Navigation Path

- The **Navigation Path**, also referred to as **Breadcrumbs**, appears at the top of the screen.
 - Path used to get to where you currently are in the plan view.
- To create a breadcrumb:
 - 1. Open an AU from My Plan -> Open Accounting Unit,
 - (Note: if AU's are grayed out, it means that you have not been assigned access to view these AU's).
 - 2. Select or type in an AU to be your starting point and click **OK**.
 - 3. The name of the AU appears in the navigation path.
 - 4. In the **My Accounting Units** view, click on each AU level from the top summary to the posting level,
 - 5. NOTE: Please note just click with the mouse to navigate between screens

1 Wy Plan Financial Workforce	
My Accounting Units V 4	<u>↑</u>
Company Code: DMC-MASTER Accounting Unit Code 361325 -	Description: Submit
DMC-MASTER-361325-DSRIP	
	~~

Review Accounting Units (AU's)

In the My Plan View (see page 16), select Accounting Units (AU's) from the drop-down box. You will see the

AUs that you have been assigned to.

Note: You may see AU's on the screen that are grayed out if you have not been assigned to these AU's. They appear so you can see where your AU's roll up in the organization hierarchy.

View Preloaded Budget and Target Amounts

Review the preloaded FY 22-23 Projected Budget amounts.

In Financial tab - View Targets data at Summary Level AU's for Fund Within Division.

- Target amounts appear only if you are assigned to all of the AU's for a fund within a division.
- Targets appear for Fund/Division for Revenue Offset, Hospital (Shared Services only) and Dorm Funds.

Note: Targets are subject to change.

Finance Plan

My Plan Financial Workforce C □ □ □ Accounts Image: Constraint of the state of the stat	Preloaded Target Dataset	Preloaded Budget Dataset
 Total Expenses 	19/20-Tarsets	19/20 Budget
✓ Totals All PS	1,174,094	1,491,649
▶ Totals All PSR	1,174,094	1,491,649
▶ Totals All PST	0	0
 Totals All OTPS 	62,350	8,437
- EXP OTPS	62,250	4,589
Supplies	2,500	1,089
Travel	150	3,500
Contractual Services	50,000	0
Library Acquisitions	0	0 o
▶ Equipment	9,600	0 2
▶ REC OTPS	100	3,848

View Preloaded Salary Budget



View PS Summary Information

- Click on the **Financial tab**.
- Select Accounts from the Accounts/Accounting Unit drop menu field.
- View salary information by expense type (accounts/object code).
- Drill down by clicking on the (▶ symbol until lowest detail account is displayed.

	2018	 Totals All OTPS 	12,350
	Amount	✓ EXP OTPS	12,250
▼ Total Expenses	1,392,311	 Supplies 	2,500
Totals All PS	1,379,961	3000-Supplies	PS Dotail
 Totals All PSR 	1,379,961		
▶ PS Regular	861,820	3001-Office Supplies	2,500 2,500
▶ PS Faculty	448- <mark>8</mark> 31	3061-IT Supplies	0
► Also Receives PS S	Summary 50,040	3067-Typesetting & Design	0
▶ Contractual Salary Increase AC	2000000 88	3068-Labeling & Inserting	0
▶ Extra Service	0	Sooo Labering a moorang	
Holiday & Overtime	0	3069-Printing Supplies	0
Inconvenience	0	3095-AMEX Charge Card Purch	0
Location Pay	21,182	▶ Travel	150
▶ Other Pay	0	Contractual Services	0
Shift Differential / Recall Pay	0		
Stand By / Recall Pay	0	Library Acquisitions	0
▶ Vacation Pay / Lag	0	▶ Equipment	9,600
	12,350	REC OTPS	100

361325-DSRIP

Salary Projection for FY 22/23-Budget

Projection for the FY22-23-Budget is based on **Payroll (PR) 19 (the 1/5/2022 paycheck**). See tables below for categories included/excluded in the projection:

INCLUDED:

<u>OBJECT</u>	DESCRIPTION
0100 to 1899	BASE SALARY
1902	ALSO RECEIVES
1905	GEOGRAPHIC
1908	INCONVENIENCE PAY
1909	INTERN IN RESIDENCE
1911	LOCATION
1921	PRE-SHIFT BRIEFING
1922	SHIFT EVENING
2698	OTHER-GRADUATE STUDENT
2699	OTHER-STUDENTS FB EX

EXCLUDED:

Overtime	1948
Holiday Pay	1947
Vacation Payoff	1918
Overtime meals	1985
Longevity	1928
Also Receives (Temp Svc)	2052
Geographic (Temp Svc)	2055
Location (Temp Svc)	2061
Supporting Academic*	2100
Adjunct**	2400
Teaching Assistants	2483
Extra Service	2499
Student Assistants	2600

* 2100 / 2400 are projected with \$1 as a placeholder for hourly employees, and should be adjusted as necessary.

These items should be budgeted at the AU level in the Financial tab.

21/22 UUP-DSI and Equity Increases are included in Projection.

Some Contractual salary increases are included. See next page.

FY 22/23 LBP SALARY PROJECTION BY BARGAINING UNIT

BARGAINING	BARGAINING	CONTRACT END	COMPONENT	INCLUDED IN	HELD IN
UNIT CODE(S)	UNIT	DATE		WORKFORCE	RESERVES
08	UUP	7/1/2022	(contract expires during 22/23)		
			1% DISCRETIONARY / COMPRESSION RAISE, 7/1/22 (in current contract)		1.00%
			2% RAISE, 7/1/22 (PENDING NEW CONTRACT. COMPOUNDED AFTER 1% DISTRIB)		2.02%
			LOCATION PAY \$3,026		
			ALSO RECEIVES	0.000/	2.020/
	TOTAL BASE	INCREASE		0.00%	3.02%
13	МС	N/A	201 DALSE EV 4/4/22 2/24/22		2.00%
			2% RAISE-FY 4/1/22-3/31/23		2.00%
			2% RAISE 4/1/23-3/31/24 (ON BASE) 1/4 YR=.5% (COMPOUNDED)		0.51%
			1% DISCRETIONARY (ON BASE-MERIT & COMPRESSION)-22/23 (COMPOUNDED)	0.000/	1.03%
	TOTAL BASE	INCREASE	(surfaced search Detroited to a local state in state of a)	0.00%	3.54%
2,3,4	CSEA	4/1/2021			2.000/
			2% RAISE, 4/1/21-3/31/22		2.00%
			2% RAISE 4/ 1/22-3/31/23		2.02%
			2% RAISE 4/1/23 (1/4 YR=.5%)		0.51%
			LUMP SUM RETRO (NOT ADD TO BASE)		2.51%
	TOTAL BACE		ALSO RECEIVES	0.00%	1 53%
F	DEE	2/21/2022	(contract expires during 22/23)	0.0076	4.3370
5	PEF	3/31/2023	2% RAISE 4/1/22-3/31/23	2 00%	0.00%
			2% RAISE $4/1/23-3/31/24$ (1/4 OF YEAR= 5%) (COMPOLINDED)	0.00%	0.51%
			Geographic Pay Incremental- use separate file w/distribution by individual add to	0.0070	0.5176
	TOTAL BASE	INCREASE		2.00%	0.51%
	PBA (NYS)	INCREASE	(Contract was under negotiations since FY 15/16. Approval announced 2/22/2022. An		
21, 31	12/10/		estimated calculation appears below, subject to revisions. Excludes adjusted OT		
			2% 15/16 (4/1/16-3/31/17)		2.00%
			2% 16/17 (4/1/17-3/31/18)		2.04%
			2% 17/18 (4/1/18-3/31/19)		2.08%
			2% 18/19 (4/1/19-3/31/20)		2.12%
			2% 19/20 (4/1/20-3/31/21)		2.16%
			2% 20/21 (4/1/21-3/31/22)		2.21%
			2% 21/22 (4/1/22-3/31/23)		2.25%
			2% 22/23 (4/1/23-3/31/24) (1/4 OF YEAR=.5%)		0.57%
			LUMP SUM RETROS-2% PER YEAR-COMPOUNDED (NOT ADD TO BASE)		43.4%
			LOCATION PAY/SUPPLEMENTAL LOC PAY \$3,420		
	TOTAL BASE	INCREASE		0%	15.4%
28	NYSCOPBA	3/31/2023	(contract expires during 22/23)		
			2% 21/22 (4/1/22-3/31/23) (1 YR-2%)	2.00%	
			2% 4/1/23-3/31/24 (1/4 OF YR=.5%) (COMPOUNDED)	0.00%	0.51%
	TOTAL BASE	INCREASE		2.00%	0.51%
28	GSEU	7/1/2023	2% 22/23 (10/1/22-10/1/23 (3/4 OF YEAR=1.5%)	1.50%	

Review Current Positions in the AU

- Click on the Workforce tab.
- Open **Plan** -> **Accounting Unit**. Select a posting AU.
 - Scrutinize all positions to determine if salary / distribution is correct.
 - Determine if positions are needed or should be eliminated if possible.
- Select an employee record to work on by clicking on a **Workforce** budget ID.
 - Determine if the position is correctly charged to the AU and required for FY 22-23
 - If this Position/Line does not belong in this AU:
 - <u>Contact:</u> (Hospital) Sharad Kumar and Patricia Ward.
 - <u>Contact:</u> (Academics & Shared Services) <u>BudgetHelp@downstate.edu</u>
 - <u>Contact</u>: (COM & Grad School) Ross Clinchy, Elizabeth Smith, & Bridgette Stevens
 For budget purposes, change budgeted amounts and FTE/Headcount to zero.
 Documents may need to be submitted to process correction in SUNY HR & BI systems.



Workforce FTE/Headcount Column



Modify Existing Employee Record

- If salary rate is incorrect or not properly distributed to AU's and salary components:
 - Change number in **FTE/Headcount** field to desired percentage for that AU.
 - Change Unit amounts for non-base salary pay codes, (e.g., Location Pay, Also Receives, etc.).
 - Change end date of position (i.e.; retirement or resignation) using the Modify Workforce Budget screen.
- To modify an employee record.
 - If a position is no longer needed, change the Pay Rate, FTE, Headcount and Unit amounts for that employee to zero. <u>Very Important - Do not delete the position. Make sure all salary</u> <u>components are zeroed-out. (e.g., Location Pay, Also Receives, etc.).</u>
- Note: If required pay code is missing for position, for the Hospital, contact <u>BudgetHelp@downstate.edu</u>

Click to open	escription	Job/Position	Employee	Pay Rate	2018		2018	2018
Workforce budget screen					19/20-Bu	dget	19/20-Budget	19/20-Budget
<u></u>					Headco	unt	FTE	Amount
Total Budg		_	•			8.00	8.00	
- 20571H DSR	IP-Admi	0-MISSING			J	1.00	1.00	
 Base/Shift Pay 			ETE Fie	lds for base sa	lary nav	0.00	1.00	
0400-INSTRUCT	IONAL NR			codes	iary pay	0.00	0.00	
0600-PROFESSI	IONAL-OTH	ER NR				0.00	1.00	
Other Pay			J			0.00	0.00	
- 20654H DSR	IP-Execu	0-MISSING				1.00	1.00	
✓ Base/Shift Pay						0.00	1.00	
0400-INSTRUCT	IONAL NR					0.00	1.00	
0600-PROFESSI	IONAL-OTH	ER NR				0.00	0.00	
 Other Pay 		_				0.00	0.00	
- 1902-ALSO RE	CEIVES RU	J	Linit am	ounte		0.00	0.00	
Units			for non-	base		0.00	0.00	
- 1905-GEOGRA	PHIC RU	>	salarv	pav		0.00	0.00	
Units			code	es		0.00	0.00	
- 1911-LOCATIO	N RU					0.00	0.00	
Units		-				0.00	0.00	
- 224400 090	D Drog	0 MICEINC			1	1 00	1.00	

To Designate Employee Salary Distribution to Different AU / Add a Missing, Vacant or New, Approved Funded Position

- From the **Financial tab**, select the posting AU to work on.
- Select the Workforce tab and click on the Add Budget Icon
 The Add Workforce Budget input screen will appear.
- Enter data into Add Workforce Budget fields
- Click OK



• **ID** - Same as the UHB Line number.

(for a new line number use the format: "NEW-sequence #-Posting AU". Example: "NEW#H321370")

- **Description** Position title. If existing position, can put in employee name.
- Job/Position Code Click the Find button. Select Position Code. If existing position, same as line number. For additions, select from "Generic codes".
- **Comment:** This is a freeform text field (1) If employee is allocated between multiple AU's, enter the % breakdown by AU for that employee. (2) If modifying an employee record, indicate what was changed, example "changed FTE from .5 to zero"
- Start Date Expected start date.
- End Date Leave blank or enter an expected end date.
- Pay Rate Total annual base salary.
 - (Note: For part time employees use actual salary paid, not annualized rate)



*ID:	
*Description:	
Job/Position Code:	
Comment:	
	\sim
*Start Date:	mm/dd/vvvv
End Date:	mm/dd/vvvv
Salary Class:	Salaried
*Pay Rate:	
Schedule:	
Grade:	
Step:	
Annual Hours:	
Job Type: Position Code 🗸	
Filtor	Submit
1 mer.	Submit
DMC-MASTER- 0-NEW-UNFUNI	JED-PSR -PSR-P
DMC-MASTER-0-MISSING-PSR	-Existing -Missing/

Adding Missing Positions and New Position Requests

Use the Generic Position codes shown below to enter missing positions or requests for new Positions:

- **<u>MISSING</u>** Add missing positions in appropriate AU(s) using "0-MISSING" code
- <u>VACANT</u> -
 - <u>Academic & Shared Svc</u>-EC3 approved positions were loaded to department AU's. If a current approved position is missing, use "0-MISSING" code to enter in the department's AU
 - Hospital Non-Shared Services do not enter in LPB
- <u>NEW</u> Non-Hospital <u>NEW</u> (not yet approved) requests, use *special VACANT "VAC") AUs* at departmental or divisional level (with the exception of the COM and SGS) to add new position requests . Use "0-NEW-UNFUNDED" code
 - 0-MISSING
 - 0-VACANT APPROVED
 - 0-VACANT-FUNDED
 - 0-NEW-UNFUNDED

Existing position missing from list

Add approved vacancy

Replace existing position within budget

New Position Request - not yet approved

Financial Tab

- To View OTPS (Other than Personal Service) Summary Information
 - Click Financial tab.
 - In the Financial view, click on a summary account to review.
 - Summary Account "OTPS Totals" is the total of all OTPS accounts.
 - Drill down to see details.
- Entering a Budget (OTPS and PS non-workforce, lump-sum adjustments, such as overtime, standby, etc.)
 - After selecting your posting AU, the screen will show Accounts in the Financial tab view. Budgets may only be entered at the posting AU level.
 - Edit or add amounts to FY 22-23 Budget. Input desired dollar amounts in the fields highlighted in yellow.
 - PS non-workforce, lump-sum adjustments can be made by changing the amount in the yellow box, or at the detail lines level, but adjustments made in the Financial tab will not show up in the Workforce tab.



361325-DSRIP

OTPS

- OTPS should be entered into LBP with as much detail as possible
- Vendor info or item details must be included for budgeted expense of \$10K or more, including contract # where applicable. Existing contracts-detail lines have been preloaded. Budget amount must be added. See pg 38
- □ Consulting contracts-Use *Object Code* 5813 *Consultants* (see reference list, pg 53)
- □ Temp Agency Staff requests-
 - If funding source for Agency Temp is an **approved budgeted vacancy**, do <u>not</u> enter a budget in Manpower services, as this would result in duplication of budgeted expenses.
 - □ If funding is not from vacancy, use *Object 5842-Manpower Svcs* in Finance Tab.
 - □ Use detail lines to enter FTE's and Titles.
 - □ Temp Staff Agency expenses entered in Workforce tab will be removed.

OTPS expenses should be entered in the appropriate category, and not as a lump sum

miscellaneous amount

- □ (e.g., Supplies, Contracts, Travel) in specific object code (e.g., 3001, 4240, 5003, 5842, 7200)
- Bottled Water and File Storage contracts will be budgeted in a <u>central</u> account. Do not budget in operating AU's.
- HOSPITAL NON-SHARED SERVICES ONLY Do not budget for any equipment item for more than \$5,000. Capital budgeting is being done separately.

Adding and Editing Account Detail Lines

- Detail lines are used to breakdown / describe the amounts entered in a • posting account. For example, you should list contracts, suppliers or equipment type.
- For contracts, please review the preloaded Contract details, enter/modify • the information where appropriate and if any contracts are missing, please see page 37.
- To add and edit detail account line data: •
 - Click on a posting account. 1
 - Click the [b] Icon box and select Detail Lines.
- - The **Change Line Items** window will open



361325-DSRIP > 4000-Travel

	2018 19/20-Budget Amount
AHA	0
HANYS	0
UHC	0
GNYCH	0
Adjustment	150
Total	150

Adding and Editing Account Detail Lines (continued)

Change Line Items

 From the Change Line Items window: Click the Add Line box and type a description in the Line Name Field.

Refer to the next page for instructions on syntax.

- Add a line for each budgeted item and click Apply to move the item to the left box. (You will not be adding dollar amounts on this screen.)
- Hit OK and you will now see the screen to enter line item amounts. Enter amounts in the yellow fields.
- Hit the Save button in the upper right hand corner of the screen to save changes.



	2040
	2018 19/20-Budget
	Amount
AHA	150000
HANYS	15000
UHC	35000
GNYCH	5000
Adjustment	- 0
Total	150

Note: The Adjustment line will show the difference between the total of the detail lines entered and the amount that appears in the **Financial tab** view for that posting account.

INSTRUCTIONS FOR BUDGETING SERVICE CONTRACTS IN LBP

If you currently have a Service Contract(s) in good standing* and it is included in the approved FY 22/23 LBP Budget, an annual requisition requesting an encumbrance of funds will NOT be required, if properly entered in LBP following the process below.

BUDGETING FOR CONTRACTS IN THIS WAY WILL SAVE SIGNIFICANT TIME INVOLVED IN SUBMITTING REQUISITIONS FOR APPROVAL AND THEN TO PROCUREMENT.

STEP 1: EXISTING CONTRACTS

- Preloaded into LBP with specific syntax that the Procurement Department needs in order to encumber the funds, and shows up with an Estimated Dollar Value.
- <u>Review the amount in LBP</u>. If there was no encumbrance in prior year, the amount will show up as <u>\$1</u> in the budget column as a placeholder.
- **<u>Revise amount in LBP</u>** as necessary to reflect the planned encumbrance for FY 22/23.
- Contract will be preloaded in Accounting Unit(s) used for FY 21/22 encumbrance. Click Save icon.
- If accounting units will be changing for FY 22/23, please use the same syntax as the information that was preloaded.

My Plan Financial	Workforce	
С 🗋 🖷 🖻 📾 🛛	x 🛱 🚌 🖻 🛱 🎽	
Detail Lines	Period Quarter	Year
321328-HOSPITAL F	NANCIAL PLANNING > 50	00-Contracts
		2021
		21/22-Training
Philips/Radiol Maint/C3	8434/85161504 / 551390	100,000
		0
Adjustment		

*Contract must be in good standing—will not expire, or exceed Contract Cap within the fiscal year.

INSTRUCTIONS FOR BUDGETING SERVICE CONTRACTS IN LBP (con't)

STEP 2: MISSING OR NEW CONTRACTS

Navigate to the correct AU and object code. Enter dollar amounts required for 22/23 budget.

If you have an existing or new Contract and it is not listed in LBP, you must add it using the following instructions to load: and click "Edit Detail Lines".

Use the following format to enter description:

- Enter: 1. Contract # (i.e. C318434)
 - 2. Vendor Name (i.e. Philips)
 - 3. Brief Description (i.e. Maintenance)
 - 4. UNSPSC Code (i.e. 85161504) (see pg. 40 for a list of codes)
 - 5. Object Code (i.e. 551390) (see pg. 40 for a list of codes)

Note – if clarification is needed on coding, please contact the contracts agent that has been working with you on this procurement.

FINAL DESCRIPTION EXAMPLE: Philips / Radiology Maintenance / C318434 / 85161504 / 551390

IMPORTANT: PLEASE USE THIS SPECIFIC ORDER / SYNTAX TO ENTER INFORMATION.

INSTRUCTIONS FOR BUDGETING SERVICE CONTRACTS IN LBP (con't)

IMPORTANT NOTES:

- 1. If the Contract is budgeted to multiple Accounting Units, use same description in each Accounting Unit.
- 2. If you Contract expires prior to June 30, 2023, only budget for the value of the months remaining on the Contract.
- 3. If you plan to renew the Contract, add a second entry for a "new procurement" for that service—enter RFP or IFB #

Estimated amount should be included in the budget column. For further clarification, please reach out to your purchasing agent.

If budget is not done properly and contract is not added to LBP, a requisition requesting an encumbrance of funds needs to be submitted with all the appropriate authorizations. Submit the approved requisition(s) to:

Donovon.Lorde@downstate.edu with a copy to Maureen.Crystal@downstate.edu

The subject line of the email should read: Req# _ Contract #-_Vendor Name _ FY22/23 Encumbrance

EXAMPLE OF SUBJECT LINE: Req #23-245-001 Contract C321877 Philips FY22/23 Encumbrance

SYSTEMS INFORMATION THAT PROVIDE CONTRACTS INFO:

Cobblestone - This is a user-friendly system that has contract information including all the details required. For Access please contact: Sherrie King - KingSh@upstate.edu (an employee of SUNY-UPSTATE) and copy Maureen.Crystal@downstate.edu.

Business Intelligence (BI) – a system showing account information, including contracts information in "Account Summary" for each account. Click on the link under the Encumbrance column to see open amounts, and Expenditure column to see payment history. Confirm that all contracts are included correctly.

For access, please contact: <u>Robert.Robinson@downstate.edu</u>, with a copy to <u>Jeff.Rosen@downstate.edu</u>

CONTRACTS BUDGETING - KEY TO OBJECT & UNSPSC CODES*

DRAFT-this list will continue to be developed by Contracts team

OBJECT CODE	DESCRIPTION	UNSPSC CODE	UNSPSC CODE DESRIPTION	OBJEC
532350	Medical Waste	76121901		556240
532440	Radiation Film Badges	26142303		556260
598400	Radiation Protection Services	42203901		556270
551010	Leases-IT Equipment	81112400		556280
551010	Leases-Other Equipment	80161800		556290
551250		78111812		556300
551250	Equipment Maint/Repairs - IT	81112303		556310
551350	Equipment Main / Repairs - Other	73152100		556340
551300	Equipment Maint/Repairs - Other	79191500		556570
551370	Equipment Maint/Repairs - Ven	78181500		556380
551380	Equipment Maint/Repairs - Commu	180	F	556460
551390	Lesses Real Property Rese Port	80101504	Equipment/Maintenance	556470
552010	Leases-Real Property-Base Rent	80131500		556470
552020	Leases-Real Property-Tax Escal	80131500		556620
552040	Leases-Real Property-Utilities	80131500		556650
552900	Building Repairs	TBD		556730
556010	Postage and Shipping	78121603		550780
	Courier Services	78102200		558130
556020	Shipping	TBD		
556040	Commercial Printing-Non Advert			
556060	Photocopying Services - Non Ad			558420
556070	Printing Services			558440
556080	Inter-Agency Printing Services			558470
556090	Management of State Facilities			558740
556130	Plumbing system maintenance re			
550050	Subscriptions Services			558810
550060	Memberships			FF 9920
550070	Dietetics & Nutrition			558830
550080	Food Prep			558840
550100	Movers	78101804		558850
551140	ROBERT PAPAZIAN ARCH			558890
551180	Environmental Assessment			558900
551190	Environmental Cleanup			558930
551400	Office Equipment Repairs & Mai			
556110	Maintenance Services - Boilers			558400
556120	SALDONA INC			558770
556140	Pest Control			570500
556190	Maintenance Services - Rubbish	76121501	Garbage Collection	570600
				572450
556220	IT Software/Licenses	43231512	License Management Services	572470
556240	IT Software Installation/Integ		_	*If you d

BJECT CODE.	DESCRIPTION	UNSPSC CODE	UNSPSC CODE DESRIPTION
6240	IT Software Installation/Integ		
6250	IT Consultant-Design/Develop		
6260	IT Software Maintenance	81112200	
6270	Hardware/Software Installation		
6280	IT Hardware Maintenance		
			Technical support or help desk
6290	IT Services-Other	81111811	services
6300	Maintenance Services- Electric		
6310	Maintenance Service- Elevators		
6340	Client Services		
6370	Laundry and Linen Services	91111502	
			Integrated pest management
6380	Building/Property Services	70141605	services
6460	Security Services	92121500	Security Guards
		92121801	Armored Car Services
6470	Clerical Services	80111601	
	Transcription Services	82111604	
6620	Constant Management Software		
6650	Educational/Reference Software		
6730	Networking		
6780	HVAC/Chiller Maintenance		
0/00	hvac/chiner maintenance		
8130	Consultants	80101507	Info Tech Consulting Services
			Business and corporate management consultation
		80101500	services
8420	Manpower Services	80111606	Temp Medical Staffing
8440	Administrative Fee		
8470	Interpretation/Translation		
8740	Banking Services		
			Medical or surgical equipment or implant rental and shipping
8810	Medical/Clinical Services	85101500	fee
	Medical Equipment Rental	85161505	
8820	Medical Services		
8830	Advertising Services		
8840	Advertisng& Mktng Svcs-Online		
8850	Other Services		
8890	Home Health Aides		
8900	Accounting & Auditing Services	84111600	
	Debt Collection Services	84101704	
8930	Legal Services	80121600	
	Immigration or naturalization law	80121803	
8400	Record Management Services		
8770	Photography AD & Marketing		
8810	Estimated Professional Liabil		
0500	Library Hardware		
0600	Library Software		
2450	Other Equipment-Lease Purchase		
2470	Computer Services		
5990	Arch/Eng Consultant Services		

APPENDIX

Data Extracts

There are two ways to obtain reports of your budgets from Lawson Budgeting and Planning (LBP):

- 1. Copying Data to Excel, or
- 2. Exporting Data to Excel.

Copying Data to Excel

The following is a quick and easy way to copy contents of the plan view to Excel for review and to produce a hard copy of the budget.





Exporting Data to Excel

The following is a way to export contents directly into Excel for review and to produce a hard copy of the budget.



Exporting Data to Excel

- The screen with your 4. selections will appear
- 5. Assign options from list under available
- 6. Once you have assigned all attributes click Finish
- 7. An Internet Browser will open giving you the option to open







Exporting Data to Excel

Displayed here is the file containing information selected. You can click on the various tabs at the bottom to drill down into the material.

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Lawson vs. State Terminology

Account vs. Accounting Unit (AU)

"Accounting Unit" or "AU" in Lawson = State "Account". "Account" in Lawson = State "Object Code".

• **Summary Accounting Unit (AU)** - Alpha-numeric names representing a **total** of a group of AU's. Examples:

VP1 - VP – ADMINISTRATION AA - Affirmative Action 7H-CEO - CEO

- The AU hierarchy flow is as follows:
 VP Area -> Division -> Fund within division -> Posting level AU.
- Fund roll-up AU's- First 2 positions represents the fund as follows:
 - 0R General IFR 5R Hospital IFR
 - 3R State Purpose 7H Hospital 4R - Dormitory
- Posting Accounting Unit (AU)
 - 6 digit number representing the AU level where budget data can be edited.
 - Lowest level in the AU hierarchy.
 - Examples: "361325" DSRIP" "321358 Patient Accounts"
- **Summary Account -** Non-numeric names representing a **total** of a group of accounts.
 - Examples: PS Personal Service CONTSVC - Contractual Services SUP - Supplies
- Posting Account 4 digit number representing the account level where budget data can be edited.
 Examples: 5003-Conference/Training Services
 5006-Memberships

Income Fund Reimbursable (IFR) Accounts Budgets

- 1. IFR accounts are accounts that are used for depositing revenue. SUNY requires "appropriation" authority to disburse collected revenue. Spending authority for this revenue is provided on an annual basis by the State Legislature and the Governor in the Enacted Budget. As part of the annual budget making process, the state carefully scrutinizes SUNY's requested levels of appropriation, and System Administration relies on the campus information to substantiate requested year-to-year changes. It is therefore necessary to prepare a budget allocation request for spending IFR Revenue.
- 2. Although an account may have a cash balance, the allocation is also required in order to spend. The cash balance is carried over from year to year, but a new budget request for allocation needs to be entered in LBP annually.
- 3. Campus budget can change amounts

ALLOCATION & CASH BALANCE = APPROVED SPENDING

Please input in LBP the FY 22-23 planned expenses for each IFR in as much detail as possible to assist us in understanding the plan for spending in the coming year. In order to establish a budget allocation for an IFR AU, the projected cash balance for next fiscal year needs to be determined

- First, the projected net revenue for the balance of the current Fiscal Year 21/22 should be calculated. Take into consideration any additional revenue or expenses that will be incurred for the remaining portion of the year
- 2. Next, the projected revenue for FY 22-23 should be estimated based on known factors such as grants, affiliation contracts or other type revenue streams.
- 3. Total projected cash available will become the Target (Maximum Allocation) that can be requested for each IFR.

(this worksheet is designed to assist in calculating the projected cash balance)

Guidelines to assist in determination of required allocation (budget):

Projected Adjusted* Beginning Cash Balance as of \$ 7/1/22 *(includes prior year cash balance less **Determine net** 1. disbursements and encumbrances) available funding for operations for the Plus: Projected Revenue for FY 22-23 upcoming fiscal year Less: Projected Fringe Benefit Expense (Fringe for the AU benefit rates vary. Please contact Sergio Maffettone at ext.2790, if unsure of the fringe benefit rate that applies) Less: Maintenance Overhead Expense (if applicable) Less: Administrative Overhead Expense (if applicable) 2. Requested allocation Net Available Funding for FY 22-23 \$ should include the following estimated Projected Fiscal Year Personal Service Expense (including all \$ costs (limited to the salary adjustments for estimated contractual increases) net funding available)

•The actual fiscal condition of the IFR will be determined by the cash balance in the account.

Projected OTPS Expense

•The <u>ability to spend</u> the cash balance will be determined by and limited to the <u>allocation</u> in the account. If revenue is available to support additional expenses, a request can be made to increase the allocation.

\$

-

CONSULTANTS – BUDGET IN OBJECT CODE 5813

State Finance Law requires that each Fiscal Year the Office of State Comptroller (OSC) report all contracts for consulting services that were issued by State agencies

Therefore, we are requesting that any consulting contract be posted to Object Code "5813-Consultants" in the FY22/23-Budget. Below are the types of consulting contracts that need to be reported:

- Analysis
- Research
- Training
- Data Processing
- Computer Programming
- Engineering
- Environmental Health Services

- Mental Health Services
- Accounting
- Auditing
- Paralegal
- Legal
- Similar Services

Physicians AU's based on the Specialty – UHB

Budgeting Hospital

- Only The Hospital has separate AU's for Physicians by their major Specialties based on the College of Medicine structure.
- All the FTE's with Physicians titles have been moved to the new AU's from their original home AU's.
- Zero out any FTE left in the original home AU's in error. Please inform Sharad.Kumar@downstate.edu and Darrel.MacArthur@downstate.edu of this error.
- Zero out any also receives or any other salary component left in the original home AU's in error.
- All the physician's AU are under Darrel MacArthur. He can be reached at Darrel.MacArthur@downstate.edu in case you have any questions.
- Below is the list of AU's being used for physicians.

AU	AU Description
351353	PHYSICIANS - DERMATOLOGY
351389	PHYSICIANS - EMERGENCY MEDICINE
351359	PHYSICIANS - PATHOLOGY
351362	PHYSICIANS - ANESTHESIOLOGY
351369	PHYSICIANS - FAMILY PRACTICE
351399	PHYSICIANS - MEDICINE
351372	PHYSICIANS - NEUROLOGY
351373	PHYSICIANS - OBS/GYN
351374	PHYSICIANS - OPHTHALMOLOGY
351379	PHYSICIANS - PEDIATRICS
351382	PHYSICIANS - PSYCHIATRY
351314	PHYSICIANS - RADIOLOGY
351383	PHYSICIANS - RADIATION THERAPEUTIC
351384	PHYSICIANS - REHAB MEDICINE AND ORTHOPEDIC
351385	PHYSICIANS - OTOLARYNGOLOGY
351386	PHYSICIANS - SURGERY
351387	PHYSICIANS - NEUROSURGERY
351388	PHYSICIANS - UROLOGY

Union Codes For New Hires And Employee Status Changes

For informational purposes, below are the bargaining units to calculate any PS information

Negotiating Unit	Union Long Name	Union Short Name
02, 03, 04	Civil Service Employee Association, Inc., Local 1000, AFSCME,	CSEA
	Rublic Employees Enderstien AEL CIO	
05	Public Employees rederation, AFL-CIO	
08	United University Professions	UUP
13	Management Confidential	МС
28	Communications Workers of America/Graduate Student Employees Union, Local 1104	CWA/GSEU
21	NYS Correctional Officers and Police Benevolent Association, Inc.	NYSCOPBA
31	The Police Benevolent Association of New York State, Inc.	PBANYS

Workforce Planning

Workforce Planning is a core function of human resource management. It relates to the systematic identification and analysis of what an organization is going to need in terms of the size, type, experience, knowledge, and skills of its workforce to achieve its objectives. It is a process used to generate the data to inform the organization of the current, transition and future impact of the environment of the organization

Each area should be looking at their workforce both operationally and strategically:

- Operational workforce planning: usually covers the next 12-18 months and should align with the timeframe of the business planning cycle. It is the process and systems applied to gathering, analyzing and reporting on workforce planning strategy
- Strategic workforce planning: usually covers a 3-5 year forecast period, aligned to business needs and outcomes. It focuses on identifying the workforce implications, current, transition and future of business strategic objects and includes scenario planning

Workforce Planning

The following is a list of the most common components of a workforce plan:

Forecasting and assessment	Estimates, for example, of the internal/external supply and demand; labor costs; organizational growth rates; and revenue sources.	
Succession planning	Designating, for example, the progression plan for key positions.	
Leadership development	Designating high-potential employees; coaching; mentoring; rotating people into different projects.	
Recruiting	Estimating needs for head count, positions, location, timing, and more.	
Retention	Forecasting turnover rates; identifying who is at risk and how to keep them.	
Redeployment	Deciding who is eligible for redeployment, and from where to where.	
Contingent workforce	Designating the percentage of employees who will be contingent, and in what positions.	
Potential retirements	Figuring out who is eligible, when they are eligible, who will replace them, and what alternative work arrangements are available that could prevent a retirement problem.	
Performance feedback	Instituting opportunities to set expectations, assess individual and organizational success, and putting together development plans (both individual and collective).	
Career path	Career counseling for employees to help them move up.	
Backfills	Designating key-position backups.	
Environmental forecast	Forecasts of industry and environmental trends, as well as a competitor assessment.	
Identifying job and competency needs	Doing a skills-and-interest inventory.	
Metrics	Identifying metrics to determine the effectiveness of workforce planning.	

Microsoft Edge is set as default browser on Windows 10 workstations. Lawson LBP requires Internet Explorer 11(IE) to be used. To get Internet Explorer:

- Open IE on Windows 10 workstation
- Change default browser on Windows 10 workstation
- Confirm IE is used

To open Internet Explorer on Windows 10 workstation,

1. Click on the Search icon at the left lower corner on the desktop



2. Type "Internet Explorer"" in the search field shown at the bottom, and click on the Internet Explorer in the "Best Match" session shown at the top to open IE



3. To pin the IE icon on the taskbar for easy access in the future, **RIGHT** click on the IE icon on the taskbar while IE is open, and click on "Pin to taskbar". The IE icon will be pinned on the taskbar and a single left click on it will open IE



To confirm the default browser or change the default browser to Internet Explorer(IE),

1. Click on the Search icon at the left lower corner on the desktop



2. Type "Default Apps" in the search field shown at the bottom, and click on the Default apps in the "Best Match" session shown at the top.

Best match				
	Default apps System settings			
Settings				
≣⊤	Choose a default app for each type of file			
Et	Reset default apps			
Search the web				
Q	default apps - See web results	>		



- 3. In the window opened, click on "Microsoft Edge" under "Web browser".
- Note: It might show other browsers, like Chrome, instead of "Microsoft Edge" if the default browser had been changed



4. Click on "Internet Explorer" from the list. The default browser has been changed to IE. The change takes effect immediately and no reboot is necessary. From this point on, IE will be used if you click on a link in an email or a Word file

To confirm if IE is used,

click on the wheel symbol at the right upper corner of the browser window. If you see "About Internet Explore", IE is used.

If you do not see the wheel icon in the browser window, you are likely using other browsers



To change the default browser back to other browser, Chrome for example, you can repeat the same process

Budget Submission

Completed budgets must be submitted to the Budget Departments by

April 8, 2022

After this date, the budget will be locked to modification