

SAINT LOUIS UNIVERSITY
 FY22 BUDGET GUIDELINES
 MARCH 2021

The following guidelines have been established to assist in the FY22 Budget process. The FY22 salary increases include a 3% compensation pool for eligible employees and Promotion and Tenure adjustments. As a reminder, position budgets will no longer be used in Workday as they were not providing the same value as they had in Banner.

Schedule

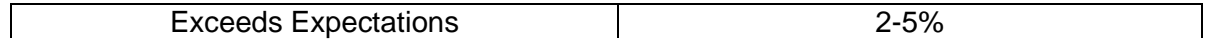
- x 03/22/21 ± μ) < % X G J H W : Budget Base μ) < Budget : R U N E Budget, support for incremental budget increases or decreases, and Guidelines ¶ G L V W U I L P E X M W H G X Q G 6 / 8 & D U H 8 Q U H V W U L F W H G 7 H P S O D W H ¶ D Q G L Q V W U X F W L R Q V Z H U H G L V W U L E X W H G
- x 03/23/21 ± Business Manager Meeting to review budget process.
- x 05/07/21 ± CR - HR ± Workday Merit & R P S H Q V D W L R Q ([F H O μ) R U N E R R N ¶ Workbooks ¶ are due to the respective Office. This includes:
 - o All Administrative units
 - o VP Academic Affairs (individual Schools/Colleges may close before this date pending Academic Affairs budget planning)
 - o School of Medicine units (individual departments may close before this date pending Medical Center Finance budget planning)
 Note: Fund 81 6 / 8 & D U H 8 Q U H V W U L F W H G μ) < % X G J H W 7 H P S O D W H R - : R U N G D \ 0 H U L W & R P S H Q V D W L R Q ([F H O : R U N E R R N ¶ L V G
- x May/June:
 - o Budget Office ensures Budget Base μ) < Budget : R U N E Budget, salaries and benefits per the compensation reports are in line with personnel budgets, and load submitted budgets in Workday via EIBs.
 - o Human Resources will load new FY22 salaries in Workday for Faculty and Staff impacted by the annual salary review process.
 - o Promotion and Tenure increases should be entered by the departments as promotions, so the title reflects the new academic rank.
 - o Human Resources will notify Business Managers of final approved compensation allocations and Business Managers can begin the process of notifying Staff employees what their increase will be on July 1.
 - o Business managers can start to adjust costing allocations/labor distributions for the next fiscal year to ensure paid allocations match budgeted allocations. These should be future dated costing allocations.
- x 07/01/21 ± Start of new fiscal year and FY22 Budgets available in Workday.
- x 07/02/21 ± Costing Allocation/Labor distribution changes need to be complete for first biweekly payroll.
- x 07/15/21 ± Costing Allocation/Labor distribution changes need to be complete for July monthly payroll.

Compensation Pools

The University will allocate a total pool of 3% (2% for merit and 1% for equity) for Faculty and Staff salary adjustments in FY22. The Board of Trustees supported our commQ q (po)3(r)-3(t)-4(ed)14(1yTm 0 W* q 0.0E

2% Merit Pool:

- x Merit allocations should be tied to 2020 performance evaluation ratings. The University is placing an emphasis this year on differentiation both in performance ratings as well as merit allocation. It is
H[SHFWHG WKDW PHULW LQFUHDVHV IRU HPSOR\HHV ZKR UHFHLYH DQ³([FHGGV ([SHF
WKDQ IRU WKRVH HPSOR\HHV ZKR UHFHLYH DQ³([FHGGV ([SHF
- x Generally, merit increases should fall in the following ranges:



Budget Base

The Budget Base received on March 22nd, 2021 includes compensation pools, permanent budget amendments through December 31st, 2020, financial aid, contractual increases, new spend, previously approved program expenses, and any other adjustments (i.e., expense reductions). Please remember to address all FY22 items listed on your Budget Base prior to submitting your μ < % X G J H W : R A B N E R always, if you have any questions, do not hesitate to contact Financial Planning & Budget at budgetoffice@slu.edu.

Workday Reports Needed

1. Personnel Budgets:
 - a. CR-HR-Budget Preparation Estimated Annual Compensation
 - b. CR-HR-Budget Preparation Cost Allocation Burst (found in Notifications)
 - c. View Open Positions with Reference ID

2. General Expense Budgets:
 - a. Find Budget Amendments for Organization
 - b. CR-FIN-Budget vs Actuals by Org

3. Files to be Completed:
 - a. FY22 Budget Workbook (Excel file provided by the respective Budget Office)
 - b. CR-HR-Workday Merit Compensation Excel Workbook

Personnel Budget

As previously stated, starting in FY22, position budgets will no longer be used in Workday as they were not providing the same value as they had in Banner. The personnel budget is included in the Budget Base but will need to be keyed into the μ < % X G J H W : R A B N E R program/Spend Category after allocating merit and arriving at the expense in the following steps.

Step 1:

In the Workday search bar type μ < % X G J H W : R A B N E R Budget Preparation (V W L P D W H G \$ Q Q X D O n e R P S H Q V I complete the following fields:

- x Effective Date: enter today to retrieve most recent information
- x Organization: select Cost Center/Cost Center Hierarchy
- x

c.)< %DVH 3D\ HQWHU D IRUPXOD WKDW DVXLFH G\ FSW 0 0 0 0
\$PRXQW¶

2. To adjust the Allowance budget NH\ QHZ DPRXQW LQ µ7RWDO \$OORZDQFH

3. 7R FDOFXODWH)< 7RWDO &RPSHQVDWLRQ LQVHUW FROXPQ
\$QQXDOLJHG¶ FROXPQ DQG WLWOH DV

a.)< 7RWDO &RPSHQVDWLRQ HQWHU D IRUPXOD WKDW VX
\$OORZDQFH 3D\ \$QQXDOLJHG¶

)LOWHU E\ IXQG ¶ 2SHUDWLQJ)XQG¶

)LOWHU E\ µ&RVW &HQWHU¶ DQG µ6SHQG &DWHJRU\ IURP 3RVLWL
µ)< 7RWDO &RPSHQVDWLRQ¶ FROXPQ ¶H< WKLVGD FROXPQVHLP

Cost Center or Program tab in the correct Spend Category line in the FY22 Budget column. Repeat this until you have covered each Cost Center and Program included in the report. The fringe benefits will automatically calculate. If there is a new Cost Center to budget but it is not currently included in the µ) < %XGJHW :RDNFIR¶P 'a"ë-4j<Esy W @ D P) <

\$ Q Q X D O L] H G ¶ F R : R U N H U ¶ Q W K R H F D W L R ¶ Q H H ¶ W D U ¶ D H U H ¶ F W L R ¶ Q ¶ W L R Q ' H W
indicates where the Worker is charged and should be budgeted when there is a costing allocation. If part
R I W K H : R U N H U ¶ V 3 D \ G R H V Q R W K D Y H D F R V W L Q J

automatically calculate. Please upload WKLV ILOH WR \RXU 'HSDUWPHQW de R R J C

- x Organization: select Cost Center
- x Fund: 11 Operating Fund
- x Period: select most recent
- x Plan Structure: SLU Virtual University Budget
- x Plan Name: FY21 Total Operational Budget
- x Book: Department (already populated)

Click OK.

Review the general expense actuals against the μ) < % X G J H W : t b s f o r e a s o n a b l e . If satisfied with the budgets entered, compare the general expense totals in the μ) < % X G J H W : t b u n e f W K H μ) < % X G J H W : t b u n e f column on the Summary tab in the file must agree to the μ) < Budget Base ¶total 7 K H μ) < % X G J H W % D V H ¶ W R W D O K D V E H H Q L Q F O : R U N E R R N ¶ W R D V V L V W L Q U H F R Q F L O L Q J W K H W Z R I L O H V

Now that the personnel and general expense budgets have been determined, adjust a Worker's pay by completing the following.

Compensation

, Q W K H : R U N G D \ V H O R - H R - W o r k e r - D a y M e r i t C o m p e n s a t i o n E x c e l W o r k b o o k ¶ For Organization select the leader of the group. 0 D N H V X U H W K H U H ¶ V D F W X E R R U D D Q L D W W L R Q O ¶ K G

Click OK.

When the report opens, click on export to Excel in the upper right-hand corner of the screen.

The report will now be in Excel and ready for updates. The only columns that can be altered in this report are salary related columns to be added that are referenced below.

Note: Do not enter salary or hourly rate increases for student workers, graduate assistants/stipends, and adjunct faculty for this process.

1. To adjust the salary, insert 3 columns to the right of Salary Plan Assignments Amount and title as:
 - a. Merit Increase Amount (enter increase amount). This should be consistent with the merit entered in the μ & - B I R - B u d g e t P r e p a r a t i o n E s t i m a t e d A n n u a l C o m p e n s a t i o n .
 - b. New Total Salary (enter a formula that sums Salary Plan Assignments Amount plus Merit Increase Amount).
 - c. New Total Budget (enter a formula which multiplies New Total Salary* FTE (col B)). Enter a total at the bottom of this column, to compare to the budget bases and ¶ C R - H R - B u d g e t P r e p a r a t i o n E s t i m a t e d A n n u a l C o m p e n s a t i o n ¶ r e p o r t .
2. To adjust the hourly rate, insert 3 columns to the right of Hourly Plan Assignments Amount and title as:
 - a. Merit Increase Hourly Rate (enter hourly increase amount). This should be consistent with W K H D Q Q X D O L J H G P H C R - H R - B u d g e t P r e p a r a t i o n E s t i m a t e d A n n u a l C o m p e n s a t i o n W L R Q ¶

- b. New Hourly Rate (enter a formula that sums Hourly Plan Assignments Amount plus Merit Increase Hourly Rate).
 - c. New Annual Amount (enter a formula that multiplies New Hourly rate * FTE (col B) * 2,080 hours). Enter a total at the bottom of this column, to compare to the budget bases and μ & -5 HR- % X G J H W 3 U H S D U D W L R Q (V W L P D I P R S . \$ Q Q X D O & R P S H Q V D
3. If an Allowance needs to be adjusted, please contact Comp@slu.edu to determine if this can be done through this process or needs to be done as a Job Change/Promotion directly into Workday.

SAINT LOUIS UNIVERSITY

5000: Salaries and Wages	FB Attrition New Staff	-
5000: Salaries and Wages	FB Attrition Prom/Eq/Distr Faculty	-
5000: Salaries and Wages	FB Attrition Reclass/Distr Staff	-
5000: Salaries and Wages	FB Attrition Staff	-

OTHER:

5000: Salaries and Wages	Federal Work Study	-
5000: Salaries and Wages	Stipends	-
5000: Salaries and Wages	Student/Graduate Assistant	