

**August 2001**  
**HRIS Follow-up Task Report**

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ITEM #:1	History Enhancements
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Team #: 1	Reported by: Jerry Wilcox
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Definition Statement:

1. Modify the change file to record all EDB transactions that are updated on the same EDB record in a single day, including the action code for each transaction. When multiple transactions are updated on the same EDB record in the same day currently, the change file keeps only the last change available for loading into HDB. As a result, when departments process multiple sequential transactions on the same day, such as a retroactive reclassification, range adjustment and merit or a separation and rehire, only the final resultant data is recorded in HDB.
2. Review HDB data elements to ensure that all necessary EDB data are being recorded in HDB.
3. Develop a Human Resources History Data Base (HRHDB) into which selected HDB data are loaded and which can be modified on-line by users. This separate history database will permit correction of erroneous transactions and entry of missing data, e.g., personnel action codes, without compromising the integrity of the HDB data.
4. Develop a suite of web-based HRHDB Reports from the HRHDB that can be both viewed and downloaded by the user into applications such as Excel or Word. Define key changes to HRHDB appointment and distribution data that will produce several selectable "views": career progression history – titles, departments, appointment type, tenure, rank and step, separations; compensation history of appointments and selectable types of distributions – regular, ancillary, stipends --including calculations showing % of salary change; leave of absence history; and a combined view.
5. Make PAR and Expense Distribution Workfile data available in the data warehouse for reporting of actual earnings, deductions and expense (see UCLA data model as an example: [http://www.qdb.ucla.edu/erdiagrams/ppqdb\\_c.pdf](http://www.qdb.ucla.edu/erdiagrams/ppqdb_c.pdf))

Re-engineering Required? Y/N: N
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<b>Size/Scope (person months)</b>	<b>Small &lt; 1 month</b>	<b>Medium 1-3 months</b>	<b>Large 3-6 months</b>	<b>Extra Large &gt; 6 months</b>	<b>Super Size &gt; 1 Year</b>
Requirements Definition & Development	(1)	(2) (5)	(3)	(4)	
Programming	(2)?	(1) (5)	(3) (4)		
Campus Implementation	(2)? (5)	(1) (3)	(4)		

**Comments/Risk Factors:**

Task (2) may have no programming/implementation if the results of the review are that no elements need to be added to history. On the other hand, if elements are added, the amount of work required could vary from small to large. For example, the project is larger if new history screens need to be defined as opposed to adding a few elements to an existing screen.

Task (5) is shown with a small implementation effort because the task simply calls for making PAR and EDW data available in the database. Obviously, there would be a significant training effort to allow users unfamiliar with the content and structure of this data to make useful queries against it.