

August 2001
HRIS Follow-up Task Report

Return completed document to Judy.Thai@ucop.edu by August 30, 2001

ITEM #: 19	Reporting for Salary Planning
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Team #: 1	Reported by: Jerry Wilcox
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Definition Statement:

1. 6.0(1) Calculate projected salary expenses for user-specified period based on: ...
We believe that most of this requirement is currently being provided by the PPS Committed Salary Expenditure Reporting (CSER) process, introduced by PPS release 1113, in 1997. CSER does not currently report on average weekly hours, but could be modified to do so, nor does CSER report on lump sum payments, because those are not currently entered on the EDB. We believe CSER could be extended to cover these items, if desired.
2. 6.0(2) Include data regarding items such as ...
We believe that CSER does include data on many of these items, such as sabbaticals, other leaves of absence, anticipated retirements and the like. The only ones not included to our knowledge are those such as litigation settlements, which are not entered on the EDB nor are they generally budgeted.
3. 6.0(3) Calculate projected benefits expenses...
CSER currently calculates projected benefits based on the employee's actual benefits profile and salary distribution. Use of a "user-designated percentage for each employee type" implies composite benefits, a subject that has been discussed in the past, but never defined or implemented. If composite benefits were implemented, CSER would be modified to use them, either instead of or as an alternative to an actual benefit profile. Even if composite benefits were not implemented in practice, CSER could be modified to define them and use them as an alternative to actual in forecasting and planning.
4. 6.0(9) Perform "what if" calculations based on percentage or fixed amount changes... and 6.0(11) Perform "what if" analysis of cost/savings for ...
We believe that these types of analyses are best performed by available tools using data from the data warehouse. It is certainly possible to build tools that would use data currently available from CSER.

The charts below contain two estimates:

1. Estimate (A) is for the changes suggested in points 1-3 above
2. Estimate (B) is for the development of "what if" tools allowing projective analysis on data from CSER and other direct PPS Sources

Re-engineering Required? Y/N: N

Size/Scope (person months)	Small < 1 month	Medium 1-3 months	Large 3-6 months	Extra Large > 6 months	Super Size > 1 Year
Requirements Definition & Development		A B			
Programming		A		B	
Campus Implementation		A	B		

Comments/Risk Factors:
 We note that is also easy to perform the projections described in requirements (1 – 3) using expense distribution data or PAR data in a data warehouse, permitting the user to vary the criteria from that which is used by CSER.