

Service Request 80512

CX Wage Reporting

May 16, 2003
FINAL

1.0 Overview

The CX Wage Reporting program, based on similar programs developed for releases 1169 and 1341, uses files generated from the Range Adjustment Process (PPP910) and the Merit Process (PPP680) to report on the base pay changes for CX employees who receive range and merit adjustments.

2.0 Background

The contract between the University and CUE, effective May 12, 2003, requires that the University implement a 1% range adjustment; a within-range, one-half step, base-building merit increase and retroactive merit adjustment; and a 1% lump sum payment.

For the first two components, UCOP Compensation is performing the TCS range adjustment, while campuses are implementing the range and merit adjustments using existing range, merit, and retroactive processes (PPP910, PPP670, PPP930). For the lump sum payment, campuses are utilizing a one-time PPS program, detailed separately in Service Request 80487.

The contract also requires the University to provide CUE with reports on the range adjustment and merit salary actions. The reporting should identify initial pay rates, rates after adjustment, and the percent increase of the base pay changes.

3.0 Reporting

A one-time process should be developed to produce a report and electronic data file of the base pay change(s) for each CX employee who receives a rate adjustment as part of the 2003 CX wage implementation. The process should be modeled after programs developed for releases 1169 and 1341, and should use the final Range Adjustment files generated from the Range Adjustment Process (PPP910) and the Merit Data files from the Merit Process (PPP680).

Two versions of a Base Pay Change report should display the employee data listed below. One should be sorted in order of Employee ID and display the title 'Central Office Report of Base Pay Changes - CX' (Attachment A). The other version should be sorted by Employee ID within Department and display the title 'Departmental Report of Base Pay Changes - CX' (Attachment B).

- Employee ID
- Employee Name (EDB 0105)
- Home Department Number (EDB 0114) and translated department name from the Home Department Table
- Appointment Number (EDB 2001)
- Title Code (EDB 2006)
- Starting Rate
- Resulting Rate
- Primary Pay Schedule (EDB 0152)
- Description of Service (DOS) Code (EDB 2056)
- Percent Change - the difference between the starting rate and resulting rate, expressed as a percentage of the starting rate
- Description (action from input files and effective date)

The program should also produce an electronic file in tab-delimited format. This electronic file should contain the same data as the Central Office Report described above.

Attachment A

PPPXXXX/PPPXXX 01/15/97
 RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
 BASE PAY CHANGES
 CENTRAL OFFICE REPORT OF BASE PAY CHANGES - CX

PAGE NO. 1
 RUN DATE XX/XX/XX

EMPLOYEE NAME EMPLOYEE ID	DEPT NUM	DEPT NAME	APPT NUM	TITLE CODE	STARTING RATE	RESULTING RATE	PAY CYCLE	DOS CODE	PERCENT CHANGE	DESCRIPTION
ATTRICK, JERRY 000050001	000456	REPRO GRAPHICS	10	6103	5000.00	5050.00	MO	NDF	1.00	07/01/96 RANGE
			10	6103	5675.00	5788.50	MO	SDF	2.00	07/01/96 MERIT
	845001	PHYSICAL PLANT	20	1492	7000.00	7070.00	MO	REG	1.00	07/01/96 RANGE
			20	1492	8500.00	8681.05	MO	REG	2.13	07/01/96 MERIT
BARRET, GRIN N. 000050002	804918	CHAN OFFICE	10	1812	7500.00	8000.00	MO	REG	6.67	07/01/96 RANGE
			10	1812	8500.00	8772.00	MO	REG	3.20	07/01/96 MERIT
POWERS, VITO 000050003	845001	PHYSICAL PLANT	10	1492	3000.00	3030.00	MO	REG	1.00	07/01/96 RANGE
			10	1492	3030.00	3105.75	MO	REG	2.50	07/01/96 MERIT
PATRICK, JERRY 000050004	827701	HOSP EDUC	10	1812	25.0000	25.2500	BW	REG	1.00	07/01/96 RANGE
			20	1492	25.2500	25.7600	BW	REG	2.00	07/01/96 MERIT
	804918	CHAN OFFICE	30	6103	15.0000	15.1500	BW	REG	1.00	07/01/96 RANGE
			30	6103	15.1500	15.4500	BW	REG	2.00	07/01/96 MERIT

Attachment B

PPPXXX/PPPXX 01/15/97
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
BASE PAY CHANGES
DEPARTMENTAL REPORT OF BASE PAY CHANGES - CX

PAGE NO. 1
RUN DATE XX/XX/XX

DEPARTMENT: 822501 REPRO GRAPHICS

EMPLOYEE NAME EMPLOYEE ID	APPT NUM	TITLE CODE	STARTING RATE	RESULTING RATE	PAY CYCLE	DOS CODE	PERCENT CHANGE	DESCRIPTION
ATTRICK, JERRY 000050001	10	6103	5000.00	5050.00	MO	NDF	1.00	07/01/96 RANGE
	10	6103	5675.00	5788.50	MO	SDF	2.00	07/01/96 MERIT
	20	1492	7000.00	7070.00	MO	REG	1.00	07/01/96 RANGE
	20	1492	8500.00	8681.05	MO	REG	2.13	07/01/96 MERIT
BARRET, GRIN N. 000050002	10	1812	7500.00	8000.00	MO	REG	6.67	07/01/96 RANGE
	10	1812	8500.00	8772.00	MO	REG	3.20	07/01/96 MERIT
POWERS, VITO 000050003	10	1492	3000.00	3030.00	MO	REG	1.00	07/01/96 RANGE
	10	1492	3030.00	3105.75	MO	REG	2.50	07/01/96 MERIT
PATRICK, JERRY 000050004	10	1812	25.0000	25.2500	BW	REG	1.00	07/01/96 RANGE
	20	1492	25.25	25.7600	BW	REG	2.00	07/01/96 MERIT
	30	6103	15.0000	15.1500	BW	REG	1.00	07/01/96 RANGE
	30	6103	15.1500	15.4500	BW	REG	2.00	07/01/96 MERIT