

Service Request 80335

Web Merit Across-the-Board

Detail Design

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Introduction

The current online Merit System gets data into its own Merit DB2 tables from the existing PPS tables using a merit **extract** batch COBOL program PPP675. Then some of the merit data is changed using the online web merit roster screens. These changes are applied back to the original DB2 tables after the online changes have been approved using a merit **update** batch COBOL program PPP676.

Service Request 80335 explains the addition of Across the Board (ATB) Merit with the existing online Merit System. It outlines how ATB adjustments should be established within the web-based merit process. The changes in the functionality of the Online Merit System to add the ATB into the System requires adding 2 more Cycle Types (ATB-Step and ATB-Open-Range) with the existing 2 Cycle Types (Merit-Step and Merit-Open-Range).

When the user selects any one of the ATB Cycle Type from the Merit Administration panel then the following changes needs to be there to treat ATB different from the regular Merit Cycle Types.

The changes for the new ATB Cycle Types are:

1. Next Salary Review Date is not mandatory for either new ATB Cycle Types.
2. Next Salary Review Codes (1 through 5) are not mandatory for either new ATB Cycle Types.
3. New Next Salary Review Date is not mandatory for either new ATB Cycle Types.
4. Step based distributions will be adjusted based on rates from the pay scale file, provided a pay scale file is available and a match is found. If the old rate is found, the associated new rate should be selected. If no match is found, then New Pay Rate has to be calculated using the current Pay Rate and the control percentage. Step based rates should be rounded to whole dollars if the rate is monthly or to 2 decimals if the rate is hourly.

5. For Open Range, if the employee's starting salary is already below range and a negative adjustment is called or if starting salary is above the max and we apply a positive adjustment then make the new salary the same as the old salary. But if the employee's starting salary is above the max and we apply a negative adjustment then the negative control percentage should be applied till minimum range and if the employee's starting salary is below the min and we apply a positive adjustment then the positive control percentage should be applied till maximum range. If the employee's starting salary is in range, but the adjustment will result in the salary being above the max or below the min, the program should set the salary to the max (or min) of the range and calculate the actual applied percentage adjustment. The pay rates for open range, merit based titles (both hourly and monthly) must be rounded to the nearest cent.
6. Percentage Increase in Salary has to be calculated using the New Pay Rate calculated in Steps 4 thru 5 and Old Pay Rate from EDB.
7. New Annual Salary has to be calculated using the current annual salary and the Percentage Increase calculated in the above step.
8. Control Percent which is the percentage increase/decrease in salary can be **Negative** for either new ATB Cycle Types. This has to be checked during the Update of EDB tables with the new Merit details.
9. Action Code '55' is assigned to the distribution level transactions which are used to update the EDB for ATB salary increase.

Changes 1 through 7 above needs to be done in the program PPP675 and the last 2 changes needs to be done in program PPP676.

Processing Overview

PPP675 batch COBOL extract program needs changes in the program logic to extract the newly added ATB Cycle Types (ATB-Open-Range and ATB-Step).

The following changes are needed in PPP675 program to take care of ATB cycle types.

- a. If New Next Salary Review date of PPPMCC is spaces then change PER_ROW cursor to not to check condition Next Salary Review date of PPPPER is less than or equal to New Next Salary Review date of PPPMCC table.
- b. While populating New Next Salary Review date for PPPMLA, use New Next Salary Review date from PPPMCC for ATB Cycle Types instead of initializing with Next Salary Review date from PPPPER for normal Merit Cycle Types. If New Next Salary Review date from PPPMCC is a low date because it is not entered (not a mandatory field for ATB cycles) then fill the New Next Salary Review date for PPPMLA field with a low DB2 date.
- c. While screening PER_ROW cursor employees for a possible Merit, do not check next salary review code of an employee if all the PPPMCC salary review types (1 through 5) are spaces. In the regular Merit any one of the 5 salary review types should have a value of 'Y' but these can all be blank for ATB.
- d. When extracting data for the PPPMLA table, the fields Percentage Increase, New Annual Salary and New Payrate need to be calculated from the Control Percentage of PPPMCC table for ATB cycle types. These 3 fields are spaces or zeroes for the regular Merit cycle types. Also while calculating New Annual Salary details, we must check the availability of new salary details from the payscale file for Step based records and check to be within the ranges set in the TCT range tables for Range based records.

PPP676 batch COBOL update program needs changes in the program logic to update the newly added ATB Cycle Types (ATB-Open-Range and ATB-Step).

The following changes are needed in PPP676 program to take care of ATB cycle types.

- a. Currently MLA_ROW cursor selects logical appointment(s) for an employee who has the new pay rate greater than or equal to the existing distribution pay rate. This condition should not be checked for ATB cycle types so that an employee who has the new pay rate less than the existing pay rate also gets selected for update to the EDB.
- b. For ATB cycle types the fields Performance rating, Performance Evaluation Date and New Step will be spaces. For regular merits these fields are entered by each Manager giving the merit and the Update program updates these values to the EDB. Since Merit Roster is designed to not to update any fields for ATB cycle types, these values will be spaces. So for ATB cycles these values should be filled with spaces so that the EDB will not get updated.
- c. For ATB cycle types, new next salary review date is not mandatory. So if the next salary review date is not entered then update program should not send any values to update the EDB and leave this field blank.
- d. For ATB cycle types Action Code '55' is assigned to the distribution level transactions which are used to update the EDB.

Program Changes for PPP675

PPP675

The Online Merit System needs data in its own newly designed DB2 tables which has to be populated from the existing PPS tables, residing in DB2 as well. Also some of the data going to the new tables needs to have their format changed or has to be calculated from more than one data fields before reaching the Online Merit tables. PPP675 is developed to take care of the extraction from EDB to the Merit tables.

Initiate the Processing:

To initiate the processing of the Merit Cycle Extract, the Merit Cycle Status (MCC_STATUS_CD) has to have the following values:

P → Run/Release Preliminary Extract or F → Run/Release Final Extract

After successful processing of the Merit Cycle Extract, the Merit Cycle Status has to be changed to:

P → H (Open for HR) or F → S (Open for HR, Control Point)

Once we identify that the Merit Cycle Status is P or F then this program extracts the records from the EDB database to the Merit tables.

Changes in the WORKING-STORAGE SECTION

Add working storage variables for indexing XTCL fields to get salary ranges.

```
05  WA-GRTOT-CYC-EMP-APPT-DIS  PIC S9(06) COMP SYNC VALUE 0.
05  WA-GRTOT-CYC-EMP-APPT-LGL  PIC S9(06) COMP SYNC VALUE 0.
05  WS-IXA                      PIC S9(04) VALUE ZERO.
05  WS-IXB                      PIC S9(04) VALUE ZERO.
05  WS-IXC                      PIC S9(04) VALUE ZERO.
```

Add working storage variables to hold Step/Range for Lookup Code comparison.

```
05  WA-DEPT-NAME                PIC X(30).
05  WA-RATE-LOOKUP-CD           PIC X(01).
05  WA-STEP-RANGE                PIC X(01).
05  WA-APPT-TITLE-NM           PIC X(30).
05  WA-APPT-REP-CODE           PIC X(03).
```

Add working storage variables to hold the percentage multiplier for the calculation of new Annual Salary and new pay rate of an employee.

```
05  WE-MAT-ARRAY                PIC X(800).
05  FILLER REDEFINES WE-MAT-ARRAY
      OCCURS 100 TIMES INDEXED BY WE-MAT-INDEX.
    10  WE-MAT-VAL-B            PIC X(04).
    10  WE-MAT-VAL-E            PIC X(04).
05  WE-MULTIPLIER               PIC 9(05).
05  WE-PER-MUL                  PIC S9(2)V9(4) USAGE COMP-3.
```

Add XRAI-PPIRANGE-INTERFACE for calling PPIRANGE program to get new salary if available for the TITLE CODE / REP CODE / RDUC / RATE DEF / CURRENT PAY combination. Copybook CPWSXRAI has all the fields necessary for the interface.

```
01  XDC3-DATE-WORK-AREA.        COPY CPWSXDC3.
      SKIP2
01  XRAI-PPIRANGE-INTERFACE.    COPY CPWSXRAI.
      EJECT
```

Changes in the PROCEDURE DIVISION

The following changes are needed in PPP675 program to take care of ATB cycle types.

MCC-NEXT-SALREV-DT is a field from PPPMCC table which has the value of 'Next Salary Review Date' selection criteria entered in the Online Merit Cycle definition screen. NEXT-SALREV-DATE is a field in PPPPER table which has the value of employee's 'Next Salary Review Date' stored in the EDB. PPP675 extract program uses NEXT_SALREV_DATE <= MCC-NEXT-SALREV-DT as one of the selection criteria in the PER_ROW cursor definition to get employees one by one qualified for merit from the PPPPER table.

This 'Next Salary Review Date' in the Online Merit Cycle definition is a required field for the regular Merit Cycle types. But 'Next Salary Review Date' is not mandatory for either of the new ATB Cycle Types and the Online Merit system initializes MCC-NEXT-SALREV-DT as a low date in PPPMCC table if there is no entry for this date. Now the PER_ROW cursor will not select any rows because of this low date for MCC-NEXT-SALREV-DT in the extract process selection criteria.

So if we change the value of MCC-NEXT-SALREV-DT from low date to high date for ATB cycles, then the PER_ROW cursor will not check the selection condition NEXT_SALREV_DATE <= :MCC-NEXT-SALREV-DT because all PER_ROW records will get selected regardless of any value in NEXT_SALREV_DATE. So we have to add a logic of checking for low date for MCC-NEXT-SALREV-DT and change it to high date if it has the low date after successful selection of PPPMCC table details for a cycle.

In the 2200-GET-CURRENT-CYCLE-DETAILS paragraph, populate MCC-NEXT-SALREV-DT with a High Date if Cycle Type is ATB and next salary review date is Low Date.

```
                :MCC-CHANGED-AT
                FROM PPPVZMCC_MCC
                WHERE MCC_CYCLE_ID = :WIA-CYCLE-ID
END-EXEC.
*
PERFORM 9100-EVALUATE-SQLCODE.
*
IF WF-SQL-SUCCESSFUL
  SET WF-MCC-REC-FOUND          TO TRUE
  IF (MCC-STEP-RANGE = 'A' OR 'B') AND
    (MCC-NEXT-SALREV-DT = XDC3-LOW-ISO-DATE)
    MOVE XDC3-HIGH-ISO-DATE    TO MCC-NEXT-SALREV-DT
  END-IF
ELSE
  IF WF-SQL-NO-DATA
    SET WF-MCC-REC-NOT-FOUND    TO TRUE
    MOVE M67505                 TO MSSG-DESIRED
```

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Each row in the PPMCC table has all the selection criteria details entered in the Online Merit Cycle definition screen for a Cycle ID. The following is the relation between the online 'Next Salary Review Code' fields(1 through 5) and how each of its selection affects the value of PPMCC fields (MCC-SALREV-TYPE1 through 5).

<u>Online Next Salary Review Code</u>	<u>PPMCC Field</u>	<u>Selected or Not Selected</u>
Eligible for six-month increase	MCC-SALREV-TYPE1 'Y'	or blank
Eligible for merit increase	MCC-SALREV-TYPE2 'Y'	or blank
Eligible for special perf. Award	MCC-SALREV-TYPE3 'Y'	or blank
Eligible for trainee increase	MCC-SALREV-TYPE4 'Y'	or blank
No salary review / at maximum	MCC-SALREV-TYPE5 'Y'	or blank

Now for the employee to be selected, the value of NEXT-SALARY-REV field in the PPPPER table should have a matching MCC-SALREV-TYPE(1 – 5)'s value 'Y'. For example, if the value of NEXT-SALARY-REV is 1 then for this record to be selected MCC-SALREV-TYPE1 should have a value of 'Y' and so on. This 'Next Salary Review Code' in the Online Merit Cycle definition is a required field for the regular Merit Cycle types. But 'Next Salary Review Code' is **not mandatory** for either of the new ATB Cycle Types.

So if all 5 of the 'Next Salary Review Code' fields are Spaces(Not Selected) for the ATB Cycle Types then while screening PER_ROW cursor employees for a possible Merit, do not check next salary review code of an employee (NEXT-SALARY-REV) if all the PPMCC salary review types are spaces (MCC-SALREV-TYPE 1 through 5) for the ATB cycles.

In the 4200-SCREEN-EMPLOYEE-FOR-MERIT paragraph, if all of the MCC-SALREV-TYPE(1 to 5) are spaces then allow the record to pass through this screening for ATB cycles.

```
IF ( (NEXT-SALARY-REV = 1) AND (MCC-SALREV-TYPE1 = 'Y') ) OR
   ( (NEXT-SALARY-REV = 2) AND (MCC-SALREV-TYPE2 = 'Y') ) OR
   ( (NEXT-SALARY-REV = 3) AND (MCC-SALREV-TYPE3 = 'Y') ) OR
   ( (NEXT-SALARY-REV = 4) AND (MCC-SALREV-TYPE4 = 'Y') ) OR
   ( (NEXT-SALARY-REV = 5) AND (MCC-SALREV-TYPE5 = 'Y') )
CONTINUE
ELSE
  IF (MCC-STEP-RANGE = 'A' OR 'B') AND
     (MCC-SALREV-TYPE1 = SPACES) AND
     (MCC-SALREV-TYPE2 = SPACES) AND
     (MCC-SALREV-TYPE3 = SPACES) AND
     (MCC-SALREV-TYPE4 = SPACES) AND
     (MCC-SALREV-TYPE5 = SPACES)
    CONTINUE
  ELSE
    GO TO 4200-EXIT
  END-IF
GO TO 4200-EXIT
END-IF
```

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MCC-STEP-RANGE in the table PPPMCC and its values depends on the Cycle type are:

<u>Cycle Type entered in the Online Screen</u>	<u>Value of MCC-STEP-RANGE</u>
Step	'S'
ATB-Step	'A'
Range	'R'
ATB-Range	'B'

The relation among Rate Lookup Code of employee's appt, Grade and Cycle type are:

<u>Cycle Type</u>	<u>Rate Lookup Code of Employee's Appt</u>	<u>Grade</u>
Step ('S' or 'A')	'S'	Any
Range ('R' or 'B')	'G' or 'M'	Any
Range ('R' or 'B')	'X'	no space

PPP675 has the logic for the regular merit Cycle Type values of Step ('S') and Range ('R'). To add ATB to the existing logic we need to convert ATB Step ('A') as 'S' and ATB Range ('B') as 'R' before Rate Lookup code compare. Working storage WA-STEP-RANGE is added to hold one of the two values 'S' (Step or ATB-Step) or 'R' (Range or ATB-Range).

In the 5200-SCREEN-EMP-APPT-FOR-MERIT paragraph, we need to add a logic to change the working storage value to 'S' if Cycle type is ATB-Step or 'R' if Cycle type is ATB-Range. Use this variable WA-STEP-RANGE instead of MCC-STEP-RANGE in the compare logic.

```
*--> Check whether Rate Lookup is OK for MCC-STEP-RANGE.
*--> Treat MCC-STEP-RANGE value 'A' as 'S' and 'B' as 'R'.
      IF MCC-STEP-RANGE = 'A'
          MOVE 'S'                TO WA-STEP-RANGE
      ELSE
          IF MCC-STEP-RANGE = 'B'
              MOVE 'R'            TO WA-STEP-RANGE
          ELSE
              MOVE MCC-STEP-RANGE TO WA-STEP-RANGE
          END-IF
      END-IF.

*
      IF ((WA-STEP-RANGE = 'S') AND (WA-RATE-LOOKUP-CD = 'S')) OR
         ((WA-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'G')) OR
         ((WA-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'M')) OR
         ((WA-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'X'))
           AND (GRADE NOT EQUAL SPACES )
      IF ((MCC-STEP-RANGE = 'S') AND (WA-RATE-LOOKUP-CD = 'S')) OR
      ((MCC-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'G')) OR
      ((MCC-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'M')) OR
      ((MCC-STEP-RANGE = 'R') AND (WA-RATE-LOOKUP-CD = 'X'))
           AND (GRADE NOT EQUAL SPACES ))
          CONTINUE
      ELSE
          GO TO 5200-EXIT
      END-IF
```

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Extract program extracts Employee's personal, appointment and distribution details from the EDB using the selection criteria defined in the Merit Cycle definition screen and consolidates all the appointments with the same characteristics into different Logical Appointments. Then these Logical Appointments details extract will be displayed in the Online Merit Roster screen for further input for merit. The input(s) or other details calculated from this input(s) will be written back into PPPMLA table by the Online Merit for further review or update to the EDB tables after the final go ahead to update EDB. So Merit Logical Appointment table PPPMLA is directly linked with the Online Merit Roster screen.

Following is the details of the fields in PPPMLA table which will be updated by the Online Merit Roster screen from the data entered by the manager giving the merit.

<u>Screen Description</u>	<u>PPPMLA Field Name</u>	<u>Input / Calculated by Online Merit</u>
Evaluation Date	MLA-EVAL-DATE	Input by Manager
Performance Rating	MLA-PERFORM-RATING	Input by Manager
New Step	MLA-NEW-STEP	Input by Manager
New Annual Salary	MLA-NEWANN-SALARY	Calculated by Online Merit System
New Pay Rate	MLA-NEW-PAYRATE	Calculated by Online Merit System
Percentage Salary Increase	MLA-PCT-INCREASE	Calculated by Online Merit System

Now for the ATB changes, these input / calculation in Merit Roster screen is not possible because of the requirement that the whole Merit Roster screen is only for review and there is no enterable field is allowed. Because of this requirement for ATB, PPP675 extract program does calculate few of these fields and defaults few others using the input data received during the Cycle definition or details from the existing data in the EDB for the employee.

Following is the details of how each of these fields are calculated using the Cycle definition or EDB details.

<u>Screen Description</u>	<u>PPPMLA Field Name</u>	<u>Input data for populating this field</u>
Evaluation Date	MLA-EVAL-DATE	Performance Evaluation date from EDB
Performance Rating	MLA-PERFORM-RATING	Performance Evaluation rating from EDB
New Step	MLA-NEW-STEP	Distribution Step from EDB
New Annual Salary	MLA-NEWANN-SALARY	Calculated using Control Percent from Merit Cycle Definition & existing salary in EDB
New Pay Rate	MLA-NEW-PAYRATE	Calculated using Control Percent from Merit Cycle Definition & existing Pay rate in EDB
Percentage Salary Inc	MLA-PCT-INCREASE	Calculated using Control Percent from Merit Cycle Definition (MCC-CONTROL-PCT)

While calculating New Annual Salary details, we must check the availability of new salary details from payscale file for Step based records. Also we must check the new salary details to be within the ranges set in the TCT range tables for Range based records.

In the 4800-EXTR-DATA-FOR-PPPMLA-TBL paragraph, add a logic to check the pay scale file for available new salary rate for **Step** based Cycles. Add XRAI-PPIRANGE-INTERFACE for calling PPIRANGE program to get new salary if available for the TITLE CODE / REP CODE / RDUC / RATE DEF / CURRENT PAY combination. Calculate the fields MLA-PCT-INCREASE, MLA-NEWANN-SALARY and MLA-NEW-PAYRATE from the payscale file salary details. But if the salary is not available in the payscale file then calculate the above 3 fields using MCC-CONTROL-PCT from the Cycle definition for ATB step cycle types.

For **Range** based Cycles, add the logic to get the ranges from PPTCTUTL call to TCT tables and check to make sure that the calculated fields MLA-PCT-INCREASE, MLA-NEWANN-SALARY and MLA-NEW-PAYRATE for ATB range cycles from MCC-CONTROL-PCT is within the range returned from TCT. If it is not within the range then adjust the salary and percentage increase to meet the cap set by the minimum and maximum salary limits.

```

MOVE DIST-UNIT-CODE                TO MLA-DIST-UNIT-CODE
PERFORM 4825-COMPUTE-MLA-ANNUAL-SALARY
IF (MCC-STEP-RANGE = 'A' OR 'B')
    MOVE MLA-DIST-STEP                TO MLA-NEW-STEP
    IF MCC-STEP-RANGE = 'A'
        PERFORM 4850-CALL-PPIRANGE

```

The above paragraph is added for populating the CPWSXRAI interface fields and calling PPIRANGE.

```

PERFORM 4860-CALC-NEW-RATE-AND-PCT-STP

```

The above paragraph is to calculate new salary details from returned values or from the Cycle's percentage increase if data not available.

```

ELSE

```

```

PERFORM 4875-CALL-PPTCTUTL-FOR-RANGE

```

The above paragraph is added for populating the XTCL interface fields and calling PPTCTUTL program to get details from TCT tables.

```

PERFORM 4885-CALC-NEW-RATE-AND-PCT-RNG

```

The above paragraph is to check new salary details calculated using Cycle's percentage increase be within the range set by returned values or default to the the max or min cap if it is out of range.

```

END-IF

```

```

ELSE

```

```

    MOVE ZEROES                TO MLA-NEWANN-SALARY
    MLA-NEW-PAYRATE
    MOVE SPACES                TO MLA-NEW-STEP
    MOVE ZEROES                TO MLA-PCT-INCREASE

```

```

END-IF

```

```

MOVE ZEROES                TO MLA-NEWANN-SALARY
MLA-NEW-PAYRATE
MOVE SPACES                TO MLA-NEW-STEP
MOVE NEXT-SALREV-DATE        TO MLA-NEWNXT-SAL-DT
MOVE ZEROES                TO MLA-PCT-INCREASE
MOVE WB-LOW-DB2-DATE         TO MLA-EVAL-DATE
MOVE SPACES                  TO MLA-PERFORM-RATING
MOVE MLA-DEPT                TO WA-DEPT-CODE

```

Program Changes for PPP676

PPP676

The Web Merit System modifies the data extracted earlier using the extract program PPP675. All the changes are in the Logical Appointment Level. So PPPMLA has all the changes needed for an employee's Appointment(s). The changes for the Logical Appointment can be one or more of the following.

- a. Distribution Step and Distribution Payrate which are Distribution Level Changes,
- b. Evaluation Date and Performance Rating which are Appointment Level Changes and
- c. Next Salary Review Date, Changed By and Changed At which are Employee Level Changes.

These changes at the Logical Appointment level in the DB2 table PPPMLA is checked and properly applied back to the PPS EDB tables by the program PPP676. This update program needs changes in the program logic to update the newly added ATB Cycle Types (ATB-Open-Range and ATB-Step).

The changes required are to take care of the new Across the Board Merit changes. The changes required are:

1. The negative payrate allowed for ATB
2. New Next Salary Review date is not mandatory for ATB and
3. Performance rating, Performance Evaluation Date and New Step are non enterable in the Merit Roster for ATB.
4. Action Code '55' is assigned to the distribution level transactions which are used to update the EDB for ATB.

Changes in the SQL – WORKING STORAGE

Logical Appointment table PPPMLA is the starting point for the update program PPP676 to check whether there is any changes for an employee's Merit details. Because it has all the changes of the Merit done using the Online Merit system.

We select all the details from Logical Appointment table using the MLA_ROW cursor for a Cycle ID order by Employee ID. The selection criteria is to select all the rows for the Cycle ID which has the **New Pay Rate (MLA_NEW_PAYRATE) greater than Old Pay Rate (MLA_DIST_PAYRATE)** and **Comments Flag (MLA-COMMENTS-FLAG) is not equal to 'D'**.

Comments flag is a field in the table PPPMLA and the details of this flag's values and the explanation of what it means are shown below:

<u>Comments Flag</u>	<u>Description</u>
'D'	Online Merit System deleted this record for not to have merit for this Logical Appointment. Reason(s) for this deletion could be found in the Comments table PPPMMS.
'C'	Comments entered for this record into the Comments table PPPMMS using the Online Merit System
Space	This record is not deleted and there would not be any comments

Now for the ATB changes, New Pay Rate can be negative as well. So we have to remove this condition from MLA_ROW if the Cycle Type is ATB. Instead of changing the logic inside the program for the MLA_ROW, we are adding another cursor MLA_ATB_ROW which is solely used for the new ATB programming logic.

So the changes needed for incorporating this new cursor are as follows:

1. Declare the new cursor MLA_ATB_ROW in the SQL working storage division exactly like MLA_ROW without checking the condition **New Pay Rate greater than Old Pay Rate**.
2. Add the programming logic in the procedure division to open the new Cursor MLA_ATB_ROW for ATB Cycle Types.
3. Add the programming logic in the procedure division to fetch the new Cursor MLA_ATB_ROW for ATB Cycle Types. There are some editing needed for the fields Performance Evaluation Date and New Step for the regular Merit Cycles. But these editing is not needed for ATB Cycle Types because we know that these 2 fields are not an input by the Merit System and it is derived by our program logic later in the format we wanted. So we are adding a new paragraph for fetching ATB Cycle Type records for clear understanding of the program logic.
4. Add the programming logic in the procedure division to close the new Cursor MLA_ATB_ROW for ATB Cycle Types.

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Declare a new cursor **MLA_ATB_ROW** **exactly like MLA_ROW** **except** that it does not have the condition which checks for the new payrate to be greater than or equal to the old payrate because ATB cycles can have negative payrates as well.

```
EXEC SQL
  DECLARE MLA_ATB_ROW CURSOR FOR
  SELECT MLA_CYCLE_ID      ,
         MLA_EMPLOYEE_ID   ,
         MLA_DEPT          ,
         MLA_TITLE_CODE    ,
         MLA_APPT_SUB_LOCN ,
         MLA_APPT_REP_CODE ,
         MLA_APPT_TYPE     ,
         MLA_GRADE         ,
         MLA_RATE_CODE     ,
         MLA_PAY_SCHEDULE  ,
         MLA_DIST_PAYRATE  ,
         MLA_DIST_STEP     ,
         MLA_DIST_UNIT_CODE ,
         MLA_DIST_PERCENT  ,
         MLA_ANNUAL_SALARY ,
         MLA_NEWANN_SALARY ,
         MLA_NEWNXT_SAL_DT ,
         MLA_NEW_PAYRATE   ,
         MLA_NEW_STEP      ,
         MLA_PCT_INCREASE  ,
         CHAR(MLA_EVAL_DATE, ISO) ,
         MLA_PERFORM_RATING ,
         MLA_EMP_NAME      ,
         MLA_DEPT_NAME     ,
         MLA_APPT_TITLE_NM ,
         MLA_CHANGED_BY    ,
         MLA_CHANGED_AT    ,
         MLA_COMMENTS_FLAG
  FROM PPPVZMLA_MLA
  WHERE  MLA_CYCLE_ID      = :MCC-CYCLE-ID
        AND  MLA_COMMENTS_FLAG <> 'D'
  ORDER BY MLA_EMPLOYEE_ID ASC
END-EXEC.
```

Changes in the PROCEDURE DIVISION

The following changes are needed in PPP676 program to take care of ATB cycle types.

As we discussed above, currently MLA_ROW cursor selects logical appointment(s) for an employee who has the new pay rate greater than or equal to the existing distribution pay rate. This condition should not be checked for ATB cycle types so that an employee who has the new pay rate less than the existing pay rate also gets selected for update to the EDB. We have to use the cursor MLA_ATB_ROW for ATB instead of MLA_ROW.

In the 4100-OPEN-MLA-CURSOR paragraph, add an if condition so that if the cycle is ATB then it will open MLA_ATB_ROW instead of MLA_ROW cursor.

```
MOVE '4100-OPEN-MLA-CURSOR'      TO DB2MSG-TAG.
IF (MCC-STEP-RANGE = 'A' OR 'B')
  EXEC SQL
    OPEN MLA_ATB_ROW
  END-EXEC
ELSE
  EXEC SQL
    OPEN MLA_ROW
  END-EXEC
END-IF.
EXEC SQL
OPEN MLA_ROW
END-EXEC.
PERFORM 9100-EVALUATE-SQLCODE.
```

In the 4300-CLOSE-MLA-CURSOR paragraph, add an if condition so that if the cycle is ATB then it will close MLA_ATB_ROW instead of MLA_ROW cursor.

```
MOVE '4300-CLOSE-MLA-CURSOR'    TO DB2MSG-TAG.
IF (MCC-STEP-RANGE = 'A' OR 'B')
  EXEC SQL
    CLOSE MLA_ATB_ROW
  END-EXEC
ELSE
  EXEC SQL
    CLOSE MLA_ROW
  END-EXEC
END-IF.
EXEC SQL
CLOSE MLA_ROW
END-EXEC.
*
PERFORM 9100-EVALUATE-SQLCODE.
```

Now we need to add the programming logic to fetch the new Cursor MLA_ATB_ROW for ATB Cycle Types. As we discussed above, there are some editing needed for the fields Performance Evaluation Date and New Step for the regular Merit Cycles and these editing is not needed for ATB Cycle Types. So we are adding a new paragraph called **4150-FETCH-MLA-ATB-CURSOR** for fetching ATB Cycle Type records. So wherever we call the 4200-FETCH-MLA-CURSOR, we have to add a logic to check whether the Cycle Type is ATB. If it is ATB then it has to call the new paragraph which fetches the new cursor MLA_ATB_ROW instead of fetching the MLA_ROW cursor for regular Merit Cycle Types.

In the 4000-UPDATE-EMP-FOR-MRTCYLE paragraph, add an if condition so that if the cycle is ATB then it will call the new 4150-FETCH-MLA-ATB-CURSOR paragraph to fetch MLA_ATB_ROW and if not then it will call 4200-FETCH-MLA-CURSOR to fetch the regular MLA_ROW cursor.

```
4000-UPDATE-EMP-FOR-MRTCYLE.
  SKIP1
*--> Open MLA_ROW Cursor and Get the First Logical Appointment
  PERFORM 4100-OPEN-MLA-CURSOR
  IF (MCC-STEP-RANGE = 'A' OR 'B')
    PERFORM 4150-FETCH-MLA-ATB-CURSOR
  ELSE
    PERFORM 4200-FETCH-MLA-CURSOR
  END-IF.
-----PERFORM 4200-FETCH-MLA-CURSOR
*
*--> Update one Employee after checking for Minimum Data, Emp
*--> Status and Last Day on Pay
  PERFORM UNTIL WF-MLA-CUR-AT-END
    IF MLA-EMPLOYEE-ID > WA-EMPLOYEE-ID
      IF NO-TRANS > 2
        PERFORM 4800-WRITE-EMPLOYEE-EDB-TRANS
      END-IF
      MOVE MLA-EMPLOYEE-ID          TO WA-EMPLOYEE-ID
      PERFORM 4400-CHK-MIN-DATA-FROM-PPPPCM
      PERFORM 4500-CHK-STAT-AND-LAST-DAY-PAY
      PERFORM 4600-CREATE-A1-AND-A2-TRANS
      PERFORM 4700-FILL-DIST-STATS-AREA
    END-IF
    IF WF-MIN-DATA-FOUND AND WF-EMP-DATA-FOUND
      PERFORM 5000-UPD-APPT-AND-DIST-DETAILS THRU 5000-EXIT
    END-IF
    IF (MCC-STEP-RANGE = 'A' OR 'B')
      PERFORM 4150-FETCH-MLA-ATB-CURSOR
    ELSE
      PERFORM 4200-FETCH-MLA-CURSOR
    END-IF
  -----PERFORM 4200-FETCH-MLA-CURSOR
  END-PERFORM
```

Add a new paragraph **4150-FETCH-MLA-ATB-CURSOR** for fetching **MLA_ATB_ROW** which gets all the ATB Cycle Type records. This paragraph will fetch the new ATB cursor and it will not edit the fields Performance Evaluation Date and New Step as it is done for the regular Merit Cycles because these editing are not needed for ATB Cycle Types. This cursor now allows us to get negative salary increase as well for the employee. After fetching this record then the update program PPP676 seeks the data for all the changes from the existing EDB data and creates transaction file for update and costing file for reporting reasons.

The new paragraph **4150-FETCH-MLA-ATB-CURSOR** to fetch **MLA_ATB_ROW** will look like below.

```
4150-FETCH-MLA-ATB-CURSOR.  
*  
    MOVE '4150-FETCH-MLA-ATB-CURSOR' TO DB2MSG-TAG.  
    EXEC SQL  
        FETCH MLA_ATB_ROW  
            INTO :MLA-CYCLE-ID          ,  
                :MLA-EMPLOYEE-ID      ,  
                :MLA-DEPT              ,  
                :MLA-TITLE-CODE       ,  
                :MLA-APPT-SUB-LOCN    ,  
                :MLA-APPT-REP-CODE    ,  
                :MLA-APPT-TYPE        ,  
  
                More Host Variables Here ....  
  
                :MLA-PERFORM-RATING   ,  
                :MLA-EMP-NAME         ,  
                :MLA-DEPT-NAME        ,  
                :MLA-APPT-TITLE-NM    ,  
                :MLA-CHANGED-BY       ,  
                :MLA-CHANGED-AT       ,  
                :MLA-COMMENTS-FLAG  
    END-EXEC.  
*  
    PERFORM 9100-EVALUATE-SQLCODE  
*  
    IF WF-SQL-SUCCESSFUL  
        CONTINUE  
    ELSE  
        IF WF-SQL-NO-DATA  
            SET WF-MLA-CUR-AT-END      TO TRUE  
        END-IF  
    END-IF.
```

The fields Performance Evaluation Date and Performance Rating are used to update the EDB's Appointment table PPPAPP. Also these values are needed when we have to create a new Appointment exactly like the Old Appointment because there are not enough distributions slot found to accommodate a new addition of a Distribution number

Following is the difference between regular and ATB Merit Cycle Types in getting the input values for the fields Performance rating and Performance Evaluation Date in the Logical Appointment table PPPMLA.

Regular Merit:

<u>Screen Description</u>	<u>PPPMLA Field Name</u>	<u>Input by Online Merit Roster</u>
Evaluation Date	MLA-EVAL-DATE	Input by Manager
Performance Rating	MLA-PERFORM-RATING	Input by Manager

Now for the ATB changes, these input in Merit Roster screen is not possible because of the requirement that the whole Merit Roster screen is only for review and there is no enterable field is allowed. Because of this requirement for ATB, PPP676 update program initialize these values from the existing data in the EDB for the employee. Following is the details of how each of these fields are linked with the EDB fields.

ATB Merit:

<u>Screen Description</u>	<u>PPPMLA Field</u>	<u>Input data for populating this field</u>
Evaluation Date	MLA-EVAL-DATE	Performance Evaluation date from table PPPAPP (APPT-PERF-EVAL-DT)
Performance Rating	MLA-PERFORM-RATING	Performance Evaluation rating from table PPPAPP (APPT-PERF-EVAL-CD)

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In the 5600-CHK-APPT-END-DATE-PPPAPP paragraph, we have to select from PPPAPP the fields APPT-PERF-EVAL-CD and APPT-PERF-EVAL-DT which will be used if we add an Appointment exactly like the old appointment because of not enough distribution found when we add new distribution to reflect the new payrate.

```
EXEC SQL
  SELECT  EMPLOYEE_ID      ,
          APPT_NUM        ,
          RATE_CODE       ,
          PAY_SCHEDULE     ,

          More Fields Here ....

          APPT_FLSA_IND   ,
          APPT_SUB_LOCATION
, APPT_PERF_EVAL_CD
, CHAR(APPT_PERF_EVAL_DT, ISO)
INTO :DCLPPPZAPP-APP.EMPLOYEE-ID,
     :DCLPPPZAPP-APP.APPT-NUM   ,
     :RATE-CODE                 ,
     :PAY-SCHEDULE              ,

     More Host Variables Here ....

     :APPT-FLSA-IND            ,
     :APPT-SUB-LOCATION
, :APPT-PERF-EVAL-CD
, :APPT-PERF-EVAL-DT
FROM PPPVZAPP_APP
WHERE EMPLOYEE_ID = :MLA-EMPLOYEE-ID
     AND APPT_NUM   = :WA-APPT-NUM
END-EXEC.
```

After fetching a record from the Logical Appointment table PPPMLA for an employee, the following steps explained briefly below is performed to get the update transaction details for this employee:

1. Check the Pay Compute EDB table PPPPCM for the presense of Minimum data
2. Check the Last day on Pay in the EDB table PPPPER for this employee to be greater than the Cycle definition's Salary Effective date(Bi-Weekly or Monthly depending on the Pay Schedule)
3. Now define an array of 99 and fill this array with the status of Appointment or Distribution present ('D') or empty ('E') for this employee
4. Now get all the distributions which belongs to this logical appointment for this employee from PPPMED table, also taking into account the Collapsing option
5. For each distribution we found in step 4, check its Pay End Date and its Appointment's Appointment End Date to be greater than the Cycle definition's Salary Effective date(Bi-Weekly or Monthly depending on the Pay Schedule)
6. Once this is checked, the distribution's Pay Begin date is checked whether they are future begin date or it is effective already using the Cycle Definition's Salary Effective date like above.

If the Pay Begin date is future, then we need to update the existing distribution the Pay Rate and New Step if there are any changes. Also we need to store this Logical Appointment's Performance Evaluation Code and Performance Evaluation Date. Because while we go through other Logical Appointments for this employee, there would be instances that the current distribution number's Appointment number would hold the next distribution number change. That time we need to award this appointment number the best possible Performance Evaluation Code with its date.

In the following code is executed after we find a good standing distribution number and its Pay Begin Date starts at a future date of the Cycle definition's Salary Effective date (Bi-Weekly or Monthly depending on the Pay Schedule). In this particular scenario, we do not need to create a new distribution but we need to store the best Performance Evaluation Code with its date as we explained above.

This storing of Performance Evaluation Code and Performance Evaluation Date is meaningless for ATB Cycle types, because Performance Evaluation code and its date is never entered in the Online Merit Roster Screen in the first place. So for ATB Cycle types these fields need to be spaces wherever there is a change flagged for the Appointment. Because of this change of moving spaces to the store(save) fields, we do not update this appointment's Performance Evaluation Code and Date while creating the transaction record(s) later in this update program PPP676.

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In the 6000-FIND-ALL-DIST-APPT-TRANS paragraph, skip the check for choosing the best performance evaluation code for ATB cycles and initialize all fields to spaces.

```
        IF DIST-OFF-ABOVE NOT EQUAL TO SPACES
            MOVE '*' TO TRAN-OFF-ABOVE-IND(NO-TRANS)
        END-IF
    END-IF
    MOVE MED-DIST-NUM TO WE-DIST-APPT-NUM
    IF (MCC-STEP-RANGE = 'A' OR 'B')
        MOVE SPACES TO APPT-A-C-FLAG (WE-DIG1)
        APPT-A-C-PEV-DT (WE-DIG1)
        APPT-A-C-PEV-CD (WE-DIG1)
    ELSE
        IF APPT-A-C-PEV-CD (WE-DIG1) <= MLA-PERFORM-RATING
            MOVE 'C' TO APPT-A-C-FLAG (WE-DIG1)
            MOVE WA-MLA-EVAL-DATE-MMY TO APPT-A-C-PEV-DT(WE-DIG1)
            MOVE MLA-PERFORM-RATING TO APPT-A-C-PEV-CD(WE-DIG1)
        END-IF
    END-IF
IF APPT A C PEV CD (WE DIG1) <= MLA PERFORM RATING
MOVE 'C' TO APPT A C FLAG (WE DIG1)
MOVE WA MLA EVAL DATE MMY TO APPT A C PEV DT(WE DIG1)
MOVE MLA PERFORM RATING TO APPT A C PEV CD(WE DIG1)
END IF
    ELSE
        IF MLA-PAY-SCHEDULE = 'BW'
```

In the 6100-ADD-DIST-A-OR-C-APPT-TRAN paragraph, skip the call to the paragraph 6400-SAVE-BEST-PERF-EVAL-DETLs for choosing the best performance evaluation code with its date for ATB cycles. Because in this called paragraph we have the same logic as before and we want these storing fields to remain spaces as we discussed above.

```
6100-ADD-DIST-A-OR-C-APPT-TRAN.
    SKIP1
    PERFORM 6200-CHK-APPT-ADD-AND-SET-SRCH
    PERFORM 6300-SRCH-APPT-FOR-EMPTY-DIST
    IF WF-BREAK-PERFORM
        IF (MCC-STEP-RANGE = 'A' OR 'B')
            CONTINUE
        ELSE
            PERFORM 6400-SAVE-BEST-PERF-EVAL-DETLs
        END-IF
PERFORM 6400-SAVE-BEST-PERF-EVAL-DETLs
    ELSE
        PERFORM 6500-SRCH-E-APPT-GET-FRST-DIST
    END-IF
```

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From the previous explanation we can understand about how we narrow down the Appointment and Distribution changes needed for a Logical Appointment. We are also take care of checking the Pay Begin Date's possibility of a future date relative to the Merit Effective Date.

Now we are going to look at a change in the area of code where we have a Distribution whose Pay Begin Date is not a future date. In this particular case what we do is we make the Pay End Date of the current Distribution just one day before the Merit Effective Date and we go into the process of creating a new Distribution under the same appointment if there is a slot found for this Appointment. But if there is no slot found under the current Appointment then we create an another fresh Appointment whose characteristics are the same as the original appointment except the 2 fields (best Performance Evaluation Code and with its Performance Evaluation Date). Then we create a new Distribution like the old distribution except the Pay Begin Date to be the Merit Effective Date (Bi-Weekly or Monthly using the Pay Schedule).

So when we add a new Appointment because we run out of distribution slots (8 of them for each appointment), we need to store the Performance Evaluation Code and Date (MMYY format). For regular Merit Cycle Types, we already have values for these fields entered by the Manager giving the Merit. Since there is no entry allowed for ATB in the Merit Roster Screen, we have to take the Old Appointment's Performance Evaluation Code and Date and store them in the temporary fields used to populate the transaction details for updating the EDB.

In the paragraph 6550-SAVE-ORIG-DTL-FOR-ADD-APP, move old values of performance evaluation code & date to the Performance evaluation code & date of the new added appointment for ATB cycles.

```
6550-SAVE-ORIG-DTL-FOR-ADD-APP .
*
*--> If an Empty Appt slot found then save Add Appt Details
MOVE WA-NEW-APPT-NUM          TO WE-DIST-APPT-NUM
IF (MCC-STEP-RANGE = 'A' OR 'B')
    MOVE APPT-PERF-EVAL-DT     TO XDC3-ISO-DATE
    MOVE XDC3-ISO-MM           TO WA-MLA-EVAL-DATE-MM
    MOVE XDC3-ISO-YY           TO WA-MLA-EVAL-DATE-YY
    MOVE WA-MLA-EVAL-DATE-MMY  TO APPT-A-C-PEV-DT (WE-DIG1)
    MOVE APPT-PERF-EVAL-CD     TO APPT-A-C-PEV-CD (WE-DIG1)
ELSE
    MOVE WA-MLA-EVAL-DATE-MMY  TO APPT-A-C-PEV-DT (WE-DIG1)
    MOVE MLA-PERFORM-RATING    TO APPT-A-C-PEV-CD (WE-DIG1)
END-IF.
MOVE WA-MLA-EVAL-DATE-MMY    TO APPT-A-C-PEV-DT (WE-DIG1)
MOVE MLA-PERFORM-RATING     TO APPT-A-C-PEV-CD (WE-DIG1)
MOVE 'A'                      TO APPT-A-C-FLAG   (WE-DIG1)
MOVE WA-APPT-NUM             TO APPT-A-ORIG-APPT(WE-DIG1)
```

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MCC-NEW-SALREV-DT is a field in the PPPMCC Merit table which holds all the selection criteria entered in the Merit Cycle Definition Screen for a Cycle ID. This 'New Next Salary Review Date' (MM/YY format) is entered while defining Merit Cycle ID. Then this value is stored in the PPPMCC table for access to the batch Merit programs. PPP676 update program takes this value and updates the EDB table PPPPER.

This field is mandatory for the regular Merit Cycle Types. But this field is not mandatory for ATB Cycle Types. If this value is not entered for ATB Cycles then the field will have Low DB2 date. If that situation arises for ATB then we should not update the EDB with the Low date and leave the original value as it is. To take care of not updating EDB when the next salary review date is not entered, we need to space out the storing variable WA-MCC-NEW-SALREV-DT-MMY and because of this change the Next Salary Review Date EDB data will not get updated.

In paragraph 2250-CONV-DT-TO-REQD-FMTS, check MCC-NEW-SALREV-DT for low DB2 date for ATB cycles. If this date is a low date then move spaces to the working storage fields which are used to populate new next salary review date in the A2 transaction record.

```
PERFORM XDC3-CONVERT-ISO-TO-INPUT6
MOVE XDC3-INPUT6-DATE          TO  WA-BW-END-DATE-MMDDYY
*
  IF (MCC-STEP-RANGE = 'A' OR 'B') AND
    (MCC-NEW-SALREV-DT = XDC3-LOW-ISO-DATE)
    MOVE SPACES                TO  WA-MCC-NEW-SALREV-DT-MM
                                TO  WA-MCC-NEW-SALREV-DT-YY
  ELSE
    MOVE MCC-NEW-SALREV-DT     TO  XDC3-ISO-DATE
    MOVE XDC3-ISO-MM           TO  WA-MCC-NEW-SALREV-DT-MM
    MOVE XDC3-ISO-YY           TO  WA-MCC-NEW-SALREV-DT-YY
  END-IF.
MOVE MCC-NEW-SALREV-DT      TO  XDC3-ISO-DATE
MOVE XDC3-ISO-MM           TO  WA-MCC-NEW-SALREV-DT-MM
MOVE XDC3-ISO-YY           TO  WA-MCC-NEW-SALREV-DT-YY.
*
SKIP3
```

Copylib Members

No copylib members are changed or added in this project.

Include Members

No new include members are added in this project.

Control Table Updates

No new messages added by this release

JCL Change

There is no change needed for the existing JCL to execute PPP675 and PPP676.