

Service Request 80637

Staff Severance Pay Tracking

Detail Design

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Introduction

New staff personnel policy governing layoff, reduction in time, and severance pay that includes a provision for a staff severance payment in the event of layoff or involuntary reduction in time. As of July 1, 2003, employees may select severance payment in lieu of preferential rehire and recall.

HR&B anticipates that unions will negotiate bargaining unit specific terms for layoff and severance policies for severance reimbursement upon rehire within a specified period. Therefore, any system enhancements designed to address layoff and severance data should be sufficiently generalized and flexible to accommodate variance in policy and contract implementation.

To facilitate the reporting and tracking of staff severance payments and subsequent payback, HR&B requests the following enhancements and modifications:

- i. Creation of four new data elements to record severance pay out and severance recovery
- ii. Modification to EDB and History screens to accommodate the new data elements and
- iii. Update of layoff reporting to reflect severance payments

Processing Overview

The following changes are needed for the staff severance pay tracking changes.

1. New severance policies and bargaining unit specific layoff articles require the creation of four new data elements:
 - a. Staff Severance Amount Paid
 - b. Staff Severance Pay Number of Days
 - c. Staff Severance Payback Indicator
 - d. Staff Severance Payback Amount
2. The following are the changes required in the EDB CICS Screens.
 - a. ELOF Entry/Update Screen - Users should be able to enter and update multiple sets of severance data with the four new data elements.
 - b. ILOF Inquiry Screen - The four new data elements should be added to the ILOF Inquiry Layoff Data screen as part of a redesign of this screen.
 - c. IDOC Modifications - The three severance payment data elements, 'Staff Severance Amount Paid', 'Staff Severance Pay Number of Weeks', and 'Staff Severance Payback Indicator', are added to IDOC Layoff Separation Document in the "LAYOFF INFORMATION" section.
 - d. IOFF Screen Modifications - The four new data elements should be added to the IOFF History Inquiry Layoff Data screen, with an online help link.
 - e. HLOF Screen Modifications - The four new data elements should be added to the HLOF Layoff Data History Screen.
3. The following File Maintenance Edits are needed for the new fields.
 - a. Range and Value Edits
 - i. Valid values for the 'Staff Severance Pay Number of Days' data element are two digit numbers from 00 through 80.
 - ii. Valid values for the 'Staff Severance Payback Indicator' data element are 'Y', 'N', and blank.
 - b. Consistency Edits
 - i. If a value is entered for 'Staff Severance Amount Paid' then there must be a value for 'Staff Severance Pay Number of Days'.
 - ii. If a value is entered for 'Staff Severance Pay Number of Days' then there must be a valid value for the 'Staff Severance Amount Paid'.
 - iii. If a value is entered for 'Staff Severance Payback Amount' then the value of 'Staff Severance Payback Indicator' should be 'Y'.
4. Batch Entry - the existing Layoff Administration Worksheet (UPAY781) does not have available columns and so it is necessary to create an additional form for the new severance pay data elements for the ability to enter data in batch.
5. PAN - The new data elements should be added to the list of 'Layoff' triggers that generate a PAN (Post Authorization Notification). Both the **CICS and Web** PANs for layoff data should be modified to include the severance data elements.
6. Reporting - Report 862, Layoff Status Report, should be modified to include the four new data elements with a complete rearrangement of the whole report.

Staff Severance New Fields Definition

PPPLOF

These are the details of the new fields defined to the PPPLOF EDB table.

EDB Num	Name	Len	EDB Format	Comments	Column Name
0625	Severance Amount Paid	08	9(6)V99	Staff Severance Amount paid	SEV_AMOUNT_PAID
0626	Severance Pay Number of Days	02	9(2)V	Valid Range is from 00 to 80	SEV_PAY_NUM_DAYS
0627	Severance Payback Indicator	01	X	Valid Values are 'Y' or 'N' or blank	SEV_PAYBACK_IND
0628	Severance Payback Amount	08	9(6)V99	When a Payback Amount is present then Payback Ind should be 'Y'	SEV_PAYBACK_AMOUNT

PPPOFF

These are the details of the new fields defined to the PPPOFF HDB table.

EDB Num	Name	Len	EDB Format	Column Name
0625	Severance Amount Paid	08	9(6)V99	SEV_AMOUNT_PAID
n/a	Severance Amount Paid Change Flag	01	X	SEV_AMOUNT_PAID_C
0626	Severance Pay Number of Days	02	9(2)V	SEV_PAY_NUM_DAYS
n/a	Severance Pay Num Days Change Flag	01	X	SEV_PAY_NUM_DAYS_C
0627	Severance Payback Indicator	01	X	SEV_PAYBACK_IND
n/a	Severance Payback Indicator Change Flag	01	X	SEV_PAYBACK_IND_C
0628	Severance Payback Amount	08	9(6)V99	SEV_PAYBACK_AMOUNT
n/a	Severance Payback Amount Change Flag	01	X	SEV_PAYBACK_AMT_C

DDL and Include Members Changes

EDB Layoff Table (PPPLOF):

The following members need changes to add the 4 new staff severance pay fields to the PPPLOF EDB table. The new fields are:

- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

DDL:

- PPPVLOF1
- PPPVLOF2
- PPPVZLOF
- TBLOF00C
- TBLOF02A

INCLUDE:

- PPPVLOF1
- PPPVLOF2
- PPPVZLOF

HDB Layoff Table (PPPOFF):

The following members need changes to add the 4 new staff severance pay fields and its corresponding one character Change Flag to the PPPOFF HDB table. The new fields are

- Staff severance amount paid (EDB 0625)
- Staff severance amount paid Change Flag
- Severance pay number of days (EDB 0626)
- Severance pay number of days Change Flag
- Severance payback indicator (EDB 0627)
- Severance payback indicator Change Flag
- Severance payback amount (EDB 0628) and
- Severance payback amount Change Flag.

DDL:

- PPPVOFF1
- PPPVZOFF
- TBOFF00C
- TBOFF02A

INCLUDE:

- PPPVOFF1
- PPPVZOFF

Copylib Changes

CPWSELOF

This copy member is used to store the layoff array table. The maximum number of entries in this array is a payroll constant stored in the IDC member and it is 10.

This array is now added at the end with the following new fields

- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

CPWSRLOF

This copy member has the same layout as the EDB layoff table PPPLOF.

This copybook now has the 4 new fields added at the end

- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

CPWSROFF

This copy member has the same layout as the HDB layoff table PPPOFF.

This copybook now has the 8 new fields added at the end

- Staff severance amount paid (EDB 0625)
- Staff severance amount paid Change Flag
- Severance pay number of days (EDB 0626)
- Severance pay number of days Change Flag
- Severance payback indicator (EDB 0627)
- Severance payback indicator Change Flag
- Severance payback amount (EDB 0628) and
- Severance payback amount Change Flag.

CPWSXICE

The data elements for the PPPLOF table will be added to the Float-Table-Data so that EDB Fetch/Update Complex can reference them.

- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

The maximum value for the Float-Table-Entries will be changed from 102 to 106(because of 4 new data elements added).

CPWSXIDC

The new data elements should have facility to enter data in batch, such as via a UPAY form. It is noted that the existing Layoff Administration Worksheet (UPAY781) does not have any available columns, so it is necessary to create an additional form for the new severance pay data elements. So we are creating a new UPAY form UPAY917 with the card type 'LX'.

The maximum number of card types is changed from 143 to 144 because of a new card type 'LX' added for the new fields.

The following 8 data elements with the card type 'LX' are added to the set transaction elements.

- Layoff Notice Date (EDB 0462)
- Layoff Title Code (EDB 0474)
- Layoff Department Code (EDB 0475)
- Layoff A/D/C Code (EDB 0476)
- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

The maximum number of set transaction elements is changed from 87 to 95 to reflect the addition of 8 more 'LX' card type data elements..

Bind Member Changes

PPP862

This bind member is for the program PPP862. In this program we have changed the call to the program PPMSSUT2 to the program PPMMSGUT2. Since the bind member did not bind PPMMSGUT2 nor did it bind PPCTTUTL, which is called by PPMSSG2, which is called by PPMMSGUT2.

So we have added programs PPCTTUTL and PPMSSG2 to the member list of the bind member PPP862. PPMMSGUT2 program does not have SQL calls and so we do not need to bind it.

CICS Map ILOF and Program PPWILOF

The four new data elements should be added to the ILOF Inquiry Layoff Data screen as part of a redesign of this screen.

ILOF CICS screen is accessed by the EDB On-line Inquiry program **PPWILOF**. The four new data elements should be added to the ILOF Inquiry Layoff Data screen as part of a redesign of this screen. The ILOF screen will be redesigned to include the following modifications:

1. The screen will no longer display a second set of inquiry fields.
2. The four new data elements are added, per the suggested layout. Online help links will be provided for the new elements.
3. Data elements "Recall Rights - Terminate Suspend Date" and "Recall Suspension/Termination Reason Code, group-labeled 'Trm/Sus Beg/Rsn', will be expanded to two separate lines and relabeled 'Term/Suspend Date' and 'Suspend Reason'.
4. Data elements "Preferential Rehire Rights - Terminate Suspend Date" & "Preferential Rehire Suspension/Termination Reason Code, group-labeled 'Trm/Sus Beg/Rsn', will be expanded to 2 separate lines and relabeled 'Term/Suspend Date' and 'Suspend Reason'.
5. Data elements 'Recall Rights Suspension End Date' and 'Preferential Rehire Rights Suspension End Date', both currently labeled 'Sus End', will be labeled 'Suspend End'.

```
PPILOF0-I1144                EDB Inquiry                07/29/03 11:10:18
07/18/03 09:48:17           Layoff Data                Userid:  PAYCMP0
ID: 444000123 Name: ACE, JIMMY      SSN: 444-55-5123
Hm Dept: 804918 CHAN OFFICE      Emplmt Status: A Pri Pay: MO
Separation Date:                Last Day On Pay:          Separation Reason:

Notice Date:                    Recall Beg      :          Pref Rehire Beg:
Layoff Salary:                  Recall End    :          Pref Rehire End:
TUC/ERC: %                       Term/Suspend Date:      Term/Suspend Date:
Unit:                            Suspend Reason:        Suspend Reason:
                                Suspend End:          Suspend End:

Title:
Layoff Dept:
Severance Paid:5
Severance Days:6
Sev Payback Ind:7          Sev Payback Amt:8
```

Term Sick Leave Bal:

Accrued Through Date:

⁵ Staff Severance Amount Paid

⁶ Staff Severance Pay Number of Days

⁷ Staff Severance Payback Indicator

⁸ Staff Severance Payback Amount

CICS Map IOFF and Program PPWIOFF

The four new data elements should be added to the IOFF History Inquiry Layoff Data screen, with an online help link.

IOFF CICS screen is accessed by the HDB On-line Inquiry program **PPWIOFF**. The four new data elements should be added to the IOFF History Inquiry Layoff Data screen, with an online help link provided for each element.

The changes in layout are as shown in the screen below.

```
PPIOFF0-I1104                      History Inquiry                      08/21/03 09:47:53
                                   Layoff Data                          Userid:  PAYCMP0
ID: 777555021 Name: ALONG, GET A    SSN: 777-00-0021
Incorrect Flag:
```

```
Layoff:                               Rehire:                               Recall:
Title Code   :                          Begin Date   :                          Begin Date   :
Dept Code    :                          End Date     :                          End Date     :
Unit Code    :                          Term/Susp Beg:                          Term/Susp Beg:
Notice Date  :                          Suspense End :                          Suspense End :
Pay Rate     :                          Term/Susp Rsn:                          Term/Susp Rsn:
Rate Code    :
Percent Time:
Sev Paid     :9
Sev Days     :10
Sev Payback  :11                      Sev Payback Amt:12
```

```
Next Func:   ID:           Name:           SSN:
Date:        View incorrect records?
```

⁹ Staff Severance Amount Paid
¹⁰ Staff Severance Pay Number of Days
¹¹ Staff Severance Payback Indicator
¹² Staff Severance Payback Amount

CICS Map HLOF and Program PPWHLOF

The four new data elements should be added to the HLOF Layoff Data History Screen.

HLOF CICS screen is accessed by the HDB On-line Inquiry program **PPWHLOF**. The four new data elements should be added to the HLOF Layoff Data History Screen.

The changes in layout are as shown in the screen below.

```
PPHLOF0-I1376                History Reporting                08/27/03 09:42:13
Last Update: 01/31/01        Layoff Data History            Userid:  PAYCMP0
ID: 000050090 Name: BALDUCCI, GUIDO                SSN: 875-66-5777
Hm Dept: 827701 HOSPITAL EDUCATION                Status: Active                ITR: 001
                                                Sex:    Ethnic:

Layoff Notice Date:          Layoff %:          Layoff Salary:
Title:                       TUC/EREP:          Salary Max:
Dept:                         Layoff Unit:
Severance Paid13/Days14: _____ Sev Payback Ind15/Amt16: _____
Recall Beg Dt:              Recall End Dt:
  Recall Sus Begin:          Recall Sus End/Term:
  Reason:
Rehire Beg Dt:              Rehire End Dt:
  Rehire Sus Begin:          Rehire Sus End/Term:
  Reason:
Separation Dt:              Last Day On Pay:
  Reason:
Term Sick Leave Bal:        Accrued Through Dt:
Next Func:      ID:          Name:                SSN:
As Of Date:      Past To Present:    View Incorrect Records:
```

¹³ Staff Severance Amount Paid
¹⁴ Staff Severance Pay Number of Days
¹⁵ Staff Severance Payback Indicator
¹⁶ Staff Severance Payback Amount

CICS PAN – Program PPNTLAYO & PPNTTRG

The new data elements should be added to the list of ‘Layoff’ triggers that generate a PAN (Post Authorization Notification). CICS PAN for layoff data should be modified to include the severance data elements.

The four severance data elements (‘Staff Severance Amount Paid’, ‘Staff Severance Pay Number of Days’, ‘Staff Severance Payback Indicator’, ‘Staff Severance Payback Amount’) will be added to the list of ‘Layoff’ triggers that generate a PAN (Post Authorization Notification). Changes to severance data element values will be flagged using the methods currently in place for CICS (asterisks) PAN.

The changes in layout are as shown in the screen below.

CICS Layoff PAN

```
----- Layoff Information -----
                                Previous          Current
Layoff Title                    4673
Layoff Department                827701
Layoff Notice Date              10/01/03
Layoff Unit
*Layoff Salary                   5000.00
*Layoff Salary Indicator        M-Monthly
*Layoff Percent Time            1.00
*Pref Rehire Begin Date        01/01/04
*Pref Rehire End Date          12/31/04
*Pref Rehire Term/Sus Begin Date 06/30/04
*Pref Rehire Term/Sus Reason   B-Refused
Offer
*Pref Rehire Sus End Date      09/01/04
*Recall Begin Date             01/01/04
*Recall End Date               12/31/04
*Recall Term/Sus Begin Date    06/30/04
*Recall Term/Sus Reason       B-Refused
Offer
*Recall Sus End Date           09/01/04
*Staff Severance Amount Paid   5000.00
*Staff Severance Pay Number of Days 80
*Staff Severance Payback Indicator Y
*Staff Severance Payback Amount 4000.00
Term Sick Leave Balance
  Accrued Through Date
```

WEB PAN – Program PPNTLAYO & PPNTTRG

The new data elements should be added to the list of ‘Layoff’ triggers that generate a PAN (Post Authorization Notification). WEB PAN for layoff data will be modified to include the severance data elements.

The four severance data elements (‘Staff Severance Amount Paid’, ‘Staff Severance Pay Number of Days’, ‘Staff Severance Payback Indicator’, ‘Staff Severance Payback Amount’) will be added to the list of ‘Layoff’ triggers that generate a PAN (Post Authorization Notification). Web PANs for layoff data should be modified to include the severance data elements. Changes to severance data element values will be flagged using the methods currently in place for Web PAN (color-coding).

The changes in layout are as shown in the screen below.

Web Layoff PAN
Layoff

Title	4673<<none>>	Department	827701<<none>>		
Notice Date	10/01/03<<none>>	Unit			
Salary	5000.00<<none>>	Salary Indicator	M-Monthly<<none>>	Percent Time	1.00<<none>>
Pref Rehire Begin Date	01/01/04<<none>>	Pref Rehire End Date	12/31/04<<none>>		
Pref Rehire Term/Sus Begin Date	06/30/04<<none>>	Pref Rehire Sus End Date	09/01/04<<none>>		
Pref Rehire Term/Sus Reason	B-Refused Offer<<none>>				
Recall Begin Date	01/01/04<<none>>	Recall End Date	12/31/04<<none>>		
Recall Term/Sus Begin Date	06/30/04<<none>>	Recall Sus End Date	09/01/04<<none>>		
Recall Term/Sus Reason	B-Refused Offer<<none>>				
Severance Pay Number of Days	80	Severance Amount Paid	5000.00		
Severance Payback Indicator	Y	Payback Amount	3000.00		
Term Sick Leave Balance	0.00				
Accrued Through Date					

Changes for IDOC – Program PPDXLAYO

The three severance payment data elements, ‘Staff Severance Amount Paid’, ‘Staff Severance Pay Number of Days’, and ‘Staff Severance Payback Amount’, are added to IDOC Layoff Separation Document in the “LAYOFF INFORMATION” section.

The changes in layout are as shown in the screen below.

LAYOFF INFORMATION

Your Layoff status is as follows:

(1) Layoff Notice Date: 12/01/01
Layoff Department: 826301 SECURITY
Layoff Unit: CHEM01
Layoff Title: POLICE LIEUTENANT
Layoff Percent of Time: 1.00
Salary at Time of Layoff: 5,000.00
Severance Amount Paid:
Severance Pay Number of Days:
Severance Payback:
Date Preferential Rehire Rights Begin: 01/01/02
Date Preferential Rehire Rights End: 06/30/02
Date Recall Rights Begin: 01/01/02
Date Recall Rights End: 06/30/02
Date Preferential Rehire Rights were Terminated or Suspended:
Date Preferential Rehire Rights Re-instated:
Susp/Termination Reason:

Changes for Layoff Reporting – Program PPP862

Report 862, Layoff Status Report, will be modified to include the four new data elements with a complete rearrangement of the whole report.

Report 862, Layoff Status Report, will be modified to include the four new data elements ('Staff Severance Amount Paid', 'Staff Severance Pay Number of Days', 'Staff Severance Payback Indicator', 'Staff Severance Payback Amount'). The new report will contain the following data elements:

First line:

Employee Name (EDB 0105)	Employment Status (EDB 0144)
Layoff Notice Date (EDB 0462)	Layoff Title Code (EDB 0474)
Layoff Title Translation, from Title Code Table description	
Layoff Pay Rate (EDB 0477)	Severance Amount Paid (EDB 0625)
Preferential Rehire Period Begin Date (EDB 0463)	
Preferential Rehire Period End Date (EDB 0464)	
Recall Period Begin Date (EDB 0467)	Recall Period End Date (EDB 0468)

Second line:

Employee ID	Separation Date (EDB 0140)
Layoff Department Code (EDB 0475)	Layoff Dept Translation(Home Dept Table)
Title Unit Code (EDB 2029)	Appointment Rep Code (EDB 2031)
Severance Pay Num of Days (EDB 0626)	Severance Payback Indicator (EDB 0627)
Preferential Rehire Rights - Terminate/Suspend Date (EDB 0465)	
Preferential Rehire Rights - Suspension End Date (EDB 0466)	
Recall Rights - Terminate/Suspend Date (EDB 0469)	
Recall Rights - Suspension End Date (EDB 0470)	

Third line:

Layoff Unit Code (EDB 0473)	
Layoff Unit Code Translation, from Layoff Unit Table description	
Layoff Percent Time (EDB 0479)	Severance Payback Amount (EDB 0628)
Preferential Rehire Suspension/Termination Reason (EDB 0471)	
Recall Suspension/Termination Reason Code (EDB 0472)	

Also in this program we have changed the call to the program PPMSSUT2 to the program PPMMSGUT2. Program PPMMSGUT2 calls PPMSSG2 program which in turn calls PPCTTUTL. So we are adding programs PPCTTUTL and PPMSSG2 to the member list of the bind member PPP862. PPMMSGUT2 program does not have SQL calls and so we do not need to bind it.

The changes in layout is as shown in the screen below.

PPP8621/PPP862
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
DATA BASE MAINTENANCE
LAYOFF STATUS REPORT
PROFESSIONAL/STAFF

PAGE NO. 000001
RUN DATE 08/22/03

NAME	S NOTICE	LAYOFF TITLE	SALARY	SEVERANCE	REHIRE	RECALL
EMP ID	T SEP DATE	LAYOFF DEPT	TUC REP	DAYS/IND	SUSPEND BGN/END	SUSPEND BGN/END
		LAYOFF UNIT	% TIME	PAYBACK AMT	SUS RSN	SUS RSN
WILLING, ABE L. N.	S 06/21/03	5312 POLICE LIEUTENANT	500000.00	012500.00	01/01/02-06/30/02	01/01/02-06/30/02
000050024	12/01/01	826301 SECURITY	99 C	10 Y	01/01/02-06/30/02	01/01/02-06/30/02
		CHEM01 NO LUC DESCRIPTION	1.00	011000.00	Q	Q

Batch Program Changes

Now we look into a brief description of the changes of the batch programs.

PPEC703

PPEC703 is a program called in the EDB maintenance process that has the logic for layoff set transaction consistency edits. In this project we are adding consistency edits for the new PPPLOF fields Severance Amount Paid, Pay number of Days, Payback Indicator and Payback Amount.

This program checks the following conditions for the above fields.

- If a value is entered for the 'Staff Severance Amount Paid' element, and the 'Staff Severance Pay Number of Days' data element is null, the system should issue the following error message with a severity level '7' ('Employee Reject') online and '5' ('Transaction Reject') in batch:

“Indicate the severance pay number of days”

This message number M08426 is used in this consistency edit program and will be added to the PPPMSG table.

- If a value is entered for 'Staff Severance Pay Number of Days' but the value for the 'Staff Severance Amount Paid' is null, the system should issue the following error message with a severity level '7' ('Employee Reject') online and '5' ('Transaction Reject') in batch:

“Indicate the severance amount paid”

This message number M08427 is used in this consistency edit program and will be added to the PPPMSG table.

- If a value is entered for 'Staff Severance Payback Amount', and the value of 'Staff Severance Payback Indicator' is 'N' or 'blank', the system should issue the following error message with a severity level '7' ('Employee Reject') online and '5' ('Transaction Reject') in batch:

“Severance Payback Ind is not Y; no payback required”

This message number M08428 is used in this consistency edit program and will be added to the PPPMSG table.

March 03, 2004

PPEDBRTI

PPEDBRTI is the program which formats the chain PPEDBFET-CHAIN-INDEXES for the non-a sequence which allows initial values in the return array to be bypassed.

In this project the new data elements Staff severance amount paid (EDB 0625), Severance pay (EDB 0626), Severance payback indicator (EDB 0627) and Severance payback (EDB 0628) must also be included to SET NO-REORDER TO TRUE. This will bypass reordering of severance layoff data element numbers as it does for the other layoff data elements.

added.

```
WHEN '0462' THRU '0479 '  
WHEN '0625' THRU '0628'  
SET NO-REORDER TO TRUE
```

PPLOFCHG

PPLOFCHG is the program which sets the XDEC based on what has changed for the layoff row. It compares the current value with the saved value and moves 1 to set the XDEC data element number change indicator array's placeholder for each data element number.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to check to see whether they are changed and sets the XDEC indicator accordingly.

PPLOFFET

PPLOFFET is the program which drives the retrieval of EDB data elements by data element number from the layoff array. This program is called by PPEDBFET.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to return the calling program with the current value of the data element and old & new values for the changed data element extracted from the saved layoff arrays.

PPLOFUPD

PPLOFUPD is the program which drives the update of EDB layoff table rows. This program is called by PPEDBUPD.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to get the data element number from the change record to determine which column is to receive the value from the change record and then posts the changed rows to the PPPLOF table.

PPLOFUTL

PPLOFUTL program reads all layoff rows from the EDB table PPPLOF for an employee and puts them into the layoff array.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to fetch them from the EDB layoff table PPPLOF and populate the severance details into the layoff array for an employee.

PPLOFUTW

PPLOFUTW is the program used to delete, update and insert layoff details into the EDB table PPPLOF for an employee.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to update and insert them into the EDB layoff table PPPLOF for an employee.

PPOFFFET

PPOFFFET is the program used to select the HDB table PPPOFF for an employee.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to select them from the HDB layoff table PPPOFF for an employee.

PPOFFHST

PPOFFHST program receives a table of data elements from the calling program. These data elements are updated on the HDB table PPPOFF.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to process them like the other data elements for the HDB layoff table PPPOFF. Also their respective change indicators are initialized to spaces.

PPOFFUPD

PPOFFUPD is the program used to delete, update and insert layoff details into the HDB table PPPOFF for an employee.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) and their respective change indicators to be deleted, and/or updated and/or inserted into the HDB layoff table PPPOFF.

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PPP050 is the first step in the data base manager. It reads card file maintenance cards, fetches data element records from the dictionary and passes them to PPVREDIT for editing. It also does

In this program we have increased the number of transaction types to 144 and maximum set of transaction types to 14 for 'LX' card type addition.

PPP170 is the generalized report print program.

In this program we have added the new data elements Staff severance amount paid (EDB 0625),
ind (EDB 0627) and
Severance payback amount (EDB 0628) to the list of non-reporting data element numbers.

PPWECON is the conedit error correction detail screen processor program.

In this program we have added logic for the new data elements Staff severance amount paid
ind (EDB
0627) and Severance payback amount (EDB 0628). For adding the above data elements to the
space in 'LF' card type.

We use the existing 'LF' card type data elements 0462, 0474, 0475 and 0476 for 'LX' card type
duplicate condition to happen we are adding edits for 'LX' card type for the above data element
numbers so that it selects PPPDET only when the current card type is 'LF'.

USER08

In the USER08 program we are adding the new data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to the layoff array layout.

USER12

In the USER12 program we are adding the new data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to the layoff array layout.

Batch Program Recompiles Needed

The following programs need recompiles because of one or more of the copylib or include

1. PPAPEUFE
2. PPAPEULF
3. PPAPEUPU
4. PPAPEUSR
5. PPAPHDUP
6. PPEA002
7. PPECFQUE
8. PPEDBCRL
9. PPEDBDET
10. PPEDBFET
11. PPEDBFRB
12. PPEDBNIL
13. PPEDBUPD
14. PPEULOAD
15. PPHDBCNT
16. PPHSTPRG
17. PPIDXHST
18. PPKEYCHD
19. PPPVREDO
20. PPP080
21. PPP120
22. PPP130
23. PPP860
24. PPP861
25. USER06

Control Table Updates

System Messages Table (PPPMSG)

The following Error Messages will be added to the System Messages table.

A08084260115157INDICATE THE SEVERANCE PAY NUMBER OF DAYS
A08084270115157INDICATE THE SEVERANCE AMOUNT PAID
A08084280115157SEVERANCE PAYBACK IND IS NOT Y; NO PAYBACK REQUIRED

The following messages will be added to the System Messages table (PPPMSG):

MSG_NUMBER	→08426	MSG_REFERENCE	→1
MSG_SEVERITY	→5	MSG_TURNAROUND	→1
MSG_TEXT	→ INDICATE THE SEVERANCE PAY NUMBER OF DAYS		
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_NUMBER	→08427	MSG_REFERENCE	→1
MSG_SEVERITY	→5	MSG_TURNAROUND	→1
MSG_TEXT	→ INDICATE THE SEVERANCE AMOUNT PAID		
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7
MSG_NUMBER	→08428	MSG_REFERENCE	→1
MSG_SEVERITY	→5	MSG_TURNAROUND	→1
MSG_TEXT	→ SEVERANCE PAYBACK IND IS NOT Y; NO PAYBACK REQUIRED		
MSG_BATCH_SEVERITY	→5	MSG_ONLIN_SEVERITY	→7

Data Element Table (PPPDET)

Batch Entry - the existing Layoff Administration Worksheet (UPAY781) does not have available columns and so it is necessary to create an additional form for the new severance pay data elements for the ability to enter data in batch.

The new card type added is 'LX' and it has the same keys of its associated card type 'LF'. There are 3 key fields in the 'LF' card type and we also need the A/D/C code from 'LF' card type. So the new card type will have 4 new data elements for the staff severance pay tracking and 4 data elements from the 'LF' card type.

The 8 data elements in the 'LX' card type are:

0476	→	LAYOFF A/D/C CODE	
0474	→	LAYOFF TITLE CODE	Key 1
0475	→	LAYOFF DEPT CODE	Key 2
0462	→	LAYOFF NOTICE DATE	Key 3
0625	→	SEV AMOUNT PAID	New Data Element
0626	→	SEV PAY NO DAYS	New Data Element
0627	→	SEV PAYBACK IND	New Data Element
0628	→	SEV PAYBACK AMT	New Data Element

The details of each field and the card starting positions are detailed in the following data element table transaction details. We need to have the 4 new fields added **without** card type for use in online programs.

The 4 data elements in without the card type are:

0625	→	SEV AMOUNT PAID	New Data Element
0626	→	SEV PAY NO DAYS	New Data Element
0627	→	SEV PAYBACK IND	New Data Element
0628	→	SEV PAYBACK AMT	New Data Element

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The following gives all the details of the records added to the data element table without card type.

0625 →	SEV AMOUNT PAID		New Data Element
DET_ELEM_NO	→ 0625	DET_CHECK_DIGIT	→ 0
DET_LEGAL_TO_UPD	→ 0	DET_CARD_START_POS	→ 0
DET_DATA_TYPE	→ 1	DET_EXT_LENGTH	→ 8
DET_DEC_PLACE	→ 2	DET_ELEMENT_NAME	→ SEV AMOUNT PAID
DET_DB2_TABLE_ID	→ PPPLOF	DET_CON_E_RTNS_1	→ 703

0626 →	SEV PAY NO DAYS		New Data Element
DET_ELEM_NO	→ 0626	DET_CHECK_DIGIT	→ 1
DET_LEGAL_TO_UPD	→ 0	DET_CARD_START_POS	→ 0
DET_DATA_TYPE	→ 1	DET_EXT_LENGTH	→ 2
DET_DEC_PLACE	→ 0	DET_ELEMENT_NAME	→ SEV PAY NO DAYS
DET_RNG_EDT_STRT	→ 1	DET_VAL_RNG_EDTS	→ 0080
DET_DB2_TABLE_ID	→ PPPLOF	DET_CON_E_RTNS_1	→ 703

0627 →	SEV PAYBACK IND		New Data Element
DET_ELEM_NO	→ 0627	DET_CHECK_DIGIT	→ 2
DET_LEGAL_TO_UPD	→ 0	DET_CARD_START_POS	→ 0
DET_DATA_TYPE	→ 3	DET_EXT_LENGTH	→ 1
DET_DEC_PLACE	→ 0	DET_ELEMENT_NAME	→ SEV PAYBACK IND
DET_RNG_EDT_STRT	→ 0	DET_VAL_RNG_EDTS	→ YN
DET_DB2_TABLE_ID	→ PPPLOF	DET_CON_E_RTNS_1	→ 703

0628 →	SEV PAYBACK AMT		New Data Element
DET_ELEM_NO	→ 0628	DET_CHECK_DIGIT	→ 3
DET_LEGAL_TO_UPD	→ 0	DET_CARD_START_POS	→ 0
DET_DATA_TYPE	→ 1	DET_EXT_LENGTH	→ 8
DET_DEC_PLACE	→ 2	DET_ELEMENT_NAME	→ SEV PAYBACK AMT
DET_DB2_TABLE_ID	→ PPPLOF	DET_CON_E_RTNS_1	→ 703

The following gives all the details of the records added to the data element table with card type 'LX'.

0476 → LAYOFF A/D/C CODE

DET_CARD_TYPE	→ LX	DET_CON_E_RTNS_1	→ 703
DET_ELEM_NO	→ 0476	DET_CHECK_DIGIT	→ 7
DET_LEGAL_TO_UPD	→ 0	DET_CARD_START_POS	→ 19
DET_DATA_TYPE	→ 2	DET_EXT_LENGTH	→ 1
DET_DEC_PLACE	→ 0	DET_ELEMENT_NAME	→ LAYOFF A/D/C CD
DET_ST_KEY_POS	→ 0	DET_ST_MANDATORY	→ N
DET_RNG_EDT_STRT	→ 0	DET_VAL_RNG_EDTS	→ AC

0474 → LAYOFF TITLE CODE

DET_CARD_TYPE	→ LX	Key 1	
DET_ELEM_NO	→ 0474	DET_CON_E_RTNS_1	→ 703
DET_LEGAL_TO_UPD	→ 0	DET_CHECK_DIGIT	→ 5
DET_DATA_TYPE	→ 3	DET_CARD_START_POS	→ 20
DET_DEC_PLACE	→ 0	DET_EXT_LENGTH	→ 4
DET_ST_KEY_POS	→ 1	DET_ELEMENT_NAME	→ LAYOFF TITLE CD
		DET_ST_MANDATORY	→ Y

0475 → LAYOFF DEPT CODE

DET_CARD_TYPE	→ LX	Key 2	
DET_ELEM_NO	→ 0474	DET_CON_E_RTNS_1	→ 703
DET_LEGAL_TO_UPD	→ 0	DET_CHECK_DIGIT	→ 6
DET_DATA_TYPE	→ 3	DET_CARD_START_POS	→ 24
DET_DEC_PLACE	→ 0	DET_EXT_LENGTH	→ 6
DET_ST_KEY_POS	→ 2	DET_ELEMENT_NAME	→ LAYOFF DEPT COD
		DET_ST_MANDATORY	→ Y

0462 → LAYOFF NOTICE DATE

DET_CARD_TYPE	→ LX	Key 3	
DET_ELEM_NO	→ 0462	DET_CON_E_RTNS_1	→ 703
DET_LEGAL_TO_UPD	→ 0	DET_CHECK_DIGIT	→ 6
DET_DATA_TYPE	→ 1	DET_CARD_START_POS	→ 30
DET_DEC_PLACE	→ 0	DET_EXT_LENGTH	→ 6
DET_ST_KEY_POS	→ 3	DET_ELEMENT_NAME	→ LAYOFF NOTICE
DET_DATE_EDIT	→ D	DET_ST_MANDATORY	→ Y

0625 → SEV AMOUNT PAID

DET_CARD_TYPE → LX
DET_ELEM_NO → **0625**
DET_LEGAL_TO_UPD → 0
DET_DATA_TYPE → 1
DET_DEC_PLACE → 2
DET_ST_KEY_POS → 0

New Data Element

DET_CON_E_RTNS_1 → 703
DET_CHECK_DIGIT → 0
DET_CARD_START_POS → 36
DET_EXT_LENGTH → 8
DET_ELEMENT_NAME → SEV AMOUNT PAID
DET_ST_MANDATORY → N

0626 → SEV PAY NO DAYS

DET_CARD_TYPE → LX
DET_ELEM_NO → **0626**
DET_LEGAL_TO_UPD → 0
DET_DATA_TYPE → 1
DET_DEC_PLACE → 0
DET_ST_KEY_POS → 0
DET_RNG_EDT_STRT → 1

New Data Element

DET_CON_E_RTNS_1 → 703
DET_CHECK_DIGIT → 1
DET_CARD_START_POS → 44
DET_EXT_LENGTH → 2
DET_ELEMENT_NAME → SEV PAY NO DAYS
DET_ST_MANDATORY → N
DET_VAL_RNG_EDTS → 0080

0627 → SEV PAYBACK IND

DET_CARD_TYPE → LX
DET_ELEM_NO → **0627**
DET_LEGAL_TO_UPD → 0
DET_DATA_TYPE → 3
DET_DEC_PLACE → 0
DET_ST_KEY_POS → 0
DET_RNG_EDT_STRT → 0

New Data Element

DET_CON_E_RTNS_1 → 703
DET_CHECK_DIGIT → 2
DET_CARD_START_POS → 46
DET_EXT_LENGTH → 1
DET_ELEMENT_NAME → SEV PAYBACK IND
DET_ST_MANDATORY → N
DET_VAL_RNG_EDTS → YN

0628 → SEV PAYBACK AMT

DET_CARD_TYPE → LX
DET_ELEM_NO → **0628**
DET_LEGAL_TO_UPD → 0
DET_DATA_TYPE → 1
DET_DEC_PLACE → 2
DET_ST_KEY_POS → 0

New Data Element

DET_CON_E_RTNS_1 → 703
DET_CHECK_DIGIT → 3
DET_CARD_START_POS → 47
DET_EXT_LENGTH → 8
DET_ELEMENT_NAME → SEV PAYBACK AMT
DET_ST_MANDATORY → N

Data Element to Screens Table (PPPDES)

The 4 new data elements needs to be added to the on-line CICS screen 'Data Elements to Screen' (EDES). This is done by adding '0625', '0626', '0627' and '0628' data elements to the PPPDES table.

A39 EDB0625ELOFN

A39 EDB0626ELOFN

A39 EDB0627ELOFN

A39 EDB0628ELOFN

The following records will be **added** to Data Element to Screens table (PPPDES):

0625 → SEV AMOUNT PAID New Data Element in ELOF screen.

DES_DATABASE_ID	→ EDB	DES_ELEM_NO	→ 0625
DES_SCREEN_ID	→ ELOF	DES_PROTECT_IND	→ N

0626 → SEV PAY NO DAYS New Data Element in ELOF screen.

DES_DATABASE_ID	→ EDB	DES_ELEM_NO	→ 0626
DES_SCREEN_ID	→ ELOF	DES_PROTECT_IND	→ N

0627 → SEV PAYBACK IND New Data Element in ELOF screen.

DES_DATABASE_ID	→ EDB	DES_ELEM_NO	→ 0627
DES_SCREEN_ID	→ ELOF	DES_PROTECT_IND	→ N

0628 → SEV PAYBACK AMT New Data Element in ELOF screen.

DES_DATABASE_ID	→ EDB	DES_ELEM_NO	→ 0628
DES_SCREEN_ID	→ ELOF	DES_PROTECT_IND	→ N

History Data Element Table (PPPHDE)

The 4 new data elements needs to be added to the History Data Element table so that the new severance data elements are added to the History Processing in the PPP742 program. This is done by adding '0625', '0626', '0627' and '0628' data elements to the PPPHDE table. The data for these new fields will look like the EDB data element table.

The following records will be added to History Data Element table (PPPHDE):

HDE-TBL-NAME PPPOFF
HDE-COL-NAME SEVERANCE AMT PAID
HDE-ACCUM-IND Y
HDE-DATA-TYPE N
HDE-DATA-USE F
HDE-DECIMAL 2
HDE-EDB-DET-NO **0625**
HDE-LENGTH 8
HDE-OBS-DATE 01/01/0001

HDE-TBL-NAME PPPOFF
HDE-COL-NAME SEVERANCE PAY DAYS
HDE-ACCUM-IND Y
HDE-DATA-TYPE N
HDE-DATA-USE F
HDE-DECIMAL 0
HDE-EDB-DET-NO **0626**
HDE-LENGTH 2
HDE-OBS-DATE 01/01/0001

HDE-TBL-NAME PPPOFF
HDE-COL-NAME SEV PAYBACK IND
HDE-ACCUM-IND Y
HDE-DATA-TYPE A
HDE-DATA-USE F
HDE-DECIMAL 0
HDE-EDB-DET-NO **0627**
HDE-LENGTH 1
HDE-OBS-DATE 01/01/0001

HDE-TBL-NAME PPPOFF
HDE-COL-NAME SEV PAYBACK AMOUNT
HDE-ACCUM-IND Y
HDE-DATA-TYPE N
HDE-DATA-USE F
HDE-DECIMAL 2
HDE-EDB-DET-NO **0628**
HDE-LENGTH 8
HDE-OBS-DATE 01/01/0001

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JCL Change

There is no change needed for the existing JCLs.