



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re:	Release:	1647
	Service Request:	16954
	Error Reports:	None
	Programs:	PPCTARTE, PPEC052, PPEC603, PPWECON
	Copymembers:	None
	Include Members:	None
	DDL Members:	None
	Bind Members:	PPEC603, PPP080
	CICS Maps:	None
	Forms:	None
	Table Updates:	Assessment Rate Table, Data Element Table, Fund Group Table, Processing Group Table, Routine Definition Table, System Messages Table
	Urgency:	Date-Mandated (see Timing of Installation)

Service Request 16954

Various government agencies, including the National Institute of Health (NIH), have established guidelines that restrict charging payroll expenses at payrates in excess of the Executive Level II of the Federal Executive Pay Scale.

To ensure compliance with these Salary Cap guidelines within the EDB File Maintenance edit process, the following system modifications will be implemented in PPS.

- The Fund Group Table will be used to identify funding groups subject to salary limitation.
- The Assessment Rate Table will be used to store salary limits applicable to varying effective dates.
- Whenever pertinent EDB Appointment/Distribution elements are added or changed for an individual, the payrate associated with these changes will be edited for consistency against the appropriate Salary Cap as directed by the above two Control (CTL) Tables. These edits will effectively block those data changes which will cause the individual to exceed the defined funding cap.
- When a "By Agreement" type of DOS (i.e., no hours/time factor is applicable) is entered for a Distribution associated with a capped fund source, a warning message will be issued.

These modifications permit flexibility so that multiple funding organizations with varying rate limits and differing fiscal effective dates will be handled appropriately as per the use of the Fund Group and Assessment Rate Tables. Refer to the Detail Design and Service Request 16954 for detail considerations.

Programs

PPCTARTE

Module PPCTARTE is called by PPP004 during Control File Maintenance in order to perform Assessment Rate Table transaction edits. It has been modified to allow the Benefit Assessment Type to be any non-blank alphabetic value. Previously, only values "IAP", "GAL" or "EPL" were valid. This modification allows more flexibility in the functional usage of this table.

PPEC052

Module PPEC052 performs EDB Distribution consistency edits based on DOS table. A trigger function for the Distribution FAU has been added so that PPEC052 will be executed whenever there is a change to either the Distribution DOS or the Distribution FAU. Program modifications are such that when the associated DOS Calculation Function is an "A", the Fund Group Table will be accessed for Grouping Definition "SALRYCAP" using the Distribution FAU. If the funding source is restricted by a Salary Cap, message 08-649 (Warning; "By Agreement DOS not allowed with a Capped Fund Source") will be issued.

PPEC603

Module PPEC603 (new) will be called to perform distribution Salary Cap edits during batch and online EDB File Maintenance whenever one or more of the following elements have been changed or added:

- Appointment Rate Code
- Appointment Basis Code
- Appointment Paid Over Code
- Appointment Pay Schedule
- Distribution Begin Date
- Distribution FAU
- Distribution Pay Rate

For each distribution to be edited, PPFAU018 ("below the line" module for Fund Group Table selection) is called to determine if payrate limitations are applicable to the funding source. If Salary Cap restrictions are indicated, the Assessment Rate (ART) table is accessed to determine the Annual Rate maximum for the applicable time frame.

Both the Distribution Pay Rate and the selected ART Rate must be converted to monthly rates prior to cap comparison. After appropriate rate conversions, if the Monthly Pay Rate exceeds the Monthly Rate Cap, message 08-648 (Employee Reject) is issued.

PPWECON

Module PPWECON performs various screen processing functions for the "ECON" error correction screen of the EDB E/U process. It has been modified to pass the Appointment Rate Code to PPVREDO for proper decimal alignment display of the Distribution Pay Rate.

Bind Members

PPEC603

This is the package bind member (new) for module PPEC603.

PPP080

This Bind member contains plan bind statements for PPP080. Modules PPEC603 and PPFAU018 have been added to the member list.

Table Updates

Routine Definition Table

Module PPEC603 has been added to the RTD to define the Salary Cap Enforcement module.

Processing Group Table

Consistency edit module PPEC603 has been assigned to the USER08 Processing Group "0009" for execution based on Consistency Edit trigger "603".

Data Element Table

Consistency Edit Trigger "603" (new) has been assigned to the following EDB elements:

1. Rate Code (DE 2015)
2. Basis (DE 2010)
3. Paid Over (DE 2011)
4. Pay Schedule (DE 2016)
5. Full Accounting Unit (FAU) (DE 2113)
6. Distribution Begin Date (DE 2123)
7. Pay Rate (DE 2125).

Additionally, Consistency Edit Trigger "052" has been assigned to the Distribution FAU (DE 2113).

Fund Group Table

Entries for new Grouping Definition "SALRYCAP" must be added to the Fund Group Table. Because local FAU structures are of consideration, these entries should be directed by your Payroll Manager. The four character Group Code "FEDC" should be applied to those funding sources requiring the Federal Executive Level II Cap amount.

Assessment Rate Table

Entries for new Benefit Assessment Type "CAP" must be added to the Assessment Rate Table. The four character Assessment Rate Code entered (i.e., "FEDC" for Federal Executive Level II rates) corresponds to the four character Group Code contained on the Fund Group Table. The Annual Salary Cap amount for each entered Effective Date should be right justified in the provided seven numeric columns of the Rate field. That is, the decimal positions should be disregarded so that an annual cap amount of \$171,900 should be added as "0171900". Also refer to the Detail Design and Installation Instructions.

System Messages Table

The following System Messages related to Salary Cap edits have been added: CN-603, 08-646, 08-647, 08-648, and 08-649.

Test Plan

A separate Test Plan document is provided with this release.

Installation Instructions

A separate Installation Instructions document is provided with this release.

Timing of Installation

The installation of this release is Date-Mandated.

This release must be installed for the new fiscal year starting July, 2005.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

If there are any questions, please send electronic mail to Jim.Tuohig@ucop.edu, or call (510)987-0741.

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