

SR 81364: Modification to Distribution Eligibility Date Derivation

October 14, 2005

Background

Release 1635, 'MRK Payroll Derivations and Loan Processing', implemented the Distribution Eligibility Date (EDB 0777) to identify employees who have not been formally separated but who are eligible for distribution of monies from FITSCo. When the Distribution Eligibility Date has been set, the value is used to derive a termination status ('T') on the Daily Fidelity Demographic file. In addition, the Distribution Eligibility Date is passed on this Demographic file as the Separation Date.

FITSCo may grant the employee a distribution 31 days after the "Separation Date".

It has been discovered that the Distribution Eligibility Date re-derives a new value each month as long as the employee meets the eligibility criteria. The Distribution Eligibility Date should be derived only once.

Current Process

Currently the Distribution Eligibility Date is derived during Monthly Maintenance processing. Employees are selected for the derivation of the Distribution Eligibility Date if they meet the following criteria:

- Employment Status = 'I' ('inactive'),
- No Future Appointments (Future appointment is when Appointment Begin Date is later than the *month and year* of the First-of-Month-Date (i.e. for Monthly Maintenance to Begin February, the First-of-Month-Date is February 1),
- No payroll activities in the previous month and,
- No University Extension (UNEX) distributions

For employees who meet the above criteria, the Distribution Eligibility Date is set to the first day of the upcoming month.

In Daily Periodic Maintenance, when Employment Status is set to 'A' ('Active'), the Distribution Eligibility Date is reset to the initial value.

Proposed Modification

This derivation should be modified so that the Distribution Eligibility Date is not derived if a non-initial value has already been derived for the data element. Therefore, the derivation logic should be changed to check for the presence of a non-initial value of the Distribution Eligibility Date before performing the derivation.