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**SR81524 Requirements
SX 2006 Wage Reporting**

Objective:

To report on base pay changes for SX employees who received salary adjustments as part of the July 2006 wage actions.

Project Type:

This is a one-time PPS program.

Requested by:

HR&B Labor Relations

Analyst:

Carrie Gatlin

Due Date(s):

This release is Date Mandated.

It is requested that locations install and run the reporting program as soon as practicable after all base pay changes have been completed. Locations should deliver the electronic report file to UCOP (via FTP) no later than August 18, 2006.

1.0 Background

The University and the American Federation of State, County and Municipal Employees (AFSCME) union reached agreement in 2004 on a new contract covering employees in the Service (SX) unit. The wage article for this agreement includes the following increases, effective July 1, 2006:

- *One-half percent (.5%) IAP money will be used to increase ranges and individual rates effective July 1, 2006.*
- *One-half percent (.5%) market equity increase to ranges and individual rates effective July 1, 2006, allocation to be negotiated by the parties. If the parties do not reach agreement on the allocation by April 30, 2006, distribution will be across-the-board.*

UCOP Labor Relations arrived at an agreement with the union to distribute these increases as a 1% across-the-board payment. In addition to the 1% across-the-board increase effective July 1, 2006, OP Labor Relations and the union agreed to increase the rates for the following custodian titles by \$.01 (one cent) per hour:

5101	Custodian Leader, Sr
5102	Custodian Leader
5103	Custodian
5113	Custodian, Lead
5116	Custodian, Sr
5117	Custodian

Hourly paid custodians in these titles should have their rate increased by \$.01 prior to applying the 1% across-the-board increase. Custodians paid monthly rates should have their salary rate increased by \$1.74 prior to applying the 1% across-the-board. Because Title Codes 5101 and 5102 are step-based titles and only in use at Berkeley, they will not be included in the one-time ATB program described in this service request. Berkeley will use existing local processes to apply adjustments for these titles.

UCOP will make available a one-time PPS program (SR 81500) to implement the ATB increase for eligible employees in open range titles.

The reporting program may be modeled on similar past reporting programs released in conjunction with ATB programs, such as R1671. The program will only have as input the files generated from the Range Adjustment Process and the ATB Program.

2.0 Base Pay Change Report and Data File

A one-time process should be developed to produce a report and electronic data file of the base pay change(s) for each SX employee who receives a rate adjustment as part of the 2006 SX wage implementation. The process may be modeled after programs developed for prior ATB reporting releases, and should use the final Range Adjustment files generated from the Range Adjustment Process (PPP910) and the file from the one-time SX ATB program (SR 81500).

One version of the Base Pay Change report, entitled 'Central Office Report of Base Pay Changes - SX' (Attachment A), should display the employee data listed below. 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, and include a row with the column header descriptions.

- Employee ID
- Employee Name (EDB 0105)
- Most Recent Hire Date (EDB 0113)
- Appointment Department Code (EDB 2032) and translated department name from the Home Department Table
- Appointment Number (EDB 2001)
- Time-Appointment (Anticipated) (EDB 2012)
- Appointment Rate Code (EDB 2015)
- 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)

If the Appointment Department Code is missing, the column may be left blank. For the "Description" column, adjustments from the ATB one-time program should be labeled "ATB" while adjustments from the range adjustment process should be labeled "Range".

The other version should be sorted by Employee Name within Department and display the title 'Departmental Report of Base Pay Changes - SX'. The Departmental Report should display the following detail data:

- Employee ID
- Employee Name (EDB 0105)
- Most Recent Hire Date (EDB 0113)
- Appointment Number (EDB 2001)
- Time-Appointment (Anticipated) (EDB 2012)
- Appointment Rate Code (EDB 2015)
- 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)

Attachment A

PPPXXXX/PPPXXX 06/15/06
 RETN: SEE RPTS DISP SCHEDULE/DIST.

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

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 RUN DATE XX/XX/XX

EMPLOYEE NAME/ EMPLOYEE ID/ HIRE DATE	APPT DEPT NAME	DEPT NUM	APPT NUM	APPT %	RATE CODE	TITLE CODE	STARTING RATE	RESULTING RATE	PAY CYCLE	DOS CODE	PERCENT CHANGE	DESCRIPTION
DINNER, BUFFY 000050128 01/01/01	HOSP EDUC	827701	10	0.30	A	5100	2105.40	2126.45	MO	REG	1.0	07/01/06 RANGE
							2105.40	2126.45	MO	REG	1.0	07/01/06 RANGE
EMPLOYEE, TEST12 111111112 11/01/01	CHAN OFFICE	804918	20	1.00	A	5117	1970.00	1991.46	MO	REG	1.1	07/01/06 ATB
							1970.00	1991.46	MO	OTS	1.1	07/01/06 ATB
TEST, EMPLOYEE 555555555 01/01/01	HOSP EDUC	827701	10	1.00	H	5327	15.4700	15.6300	BW	REG	1.0	07/02/06 ATB