



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re:	Release:	1716
	Service Requests:	81512
	Programs:	PPBASFET, PPBASHST, PPBASUPD, PPEBTFET, PPEBTUPD, PPEBTUTL, PPEBTUTW, PPEC002, PPEC157 (new), PPEI002, PPEM116, PPEXECLF, PEEXECSP, PPIDXHST, PPNETCLC, PPP711, PPOT1716 (one-time)
	CICS Programs	PPWEELI, PPWIAPP, PPWIAPS, PPWIAPT, PPWIBA1, PPWISSP
	Copymembers:	CPWSRBAS, CPWSREBT, CPWSXECF
	Include Members:	PPPVBAS1, PPPVEBT1, PPPVEBT2, PPPVZBAS, PPPVZEBT
	DDL Members:	PPPVBAS1, PPPVEBT1, PPPVEBT2, PPPVZBAS, PPPVZEBT, TBBAS00C, TBEBT00C, TBBAS11A (new), TBEBT03A (new)
	Bind Members:	PPOT1716 (new)
	CICS Maps:	PPEELI0, PPIAPP0, PPIAPS0, PPIAPT0, PPIBA10, PPISSP0
	Forms:	None
	Web Include Members	PPWWIEMP
	Table Updates:	System Messages Table, Data Element Table, Data Element to Screens Table, Processing Group Table, Routine Definition Table, History Data Element Table, CICS Help
	Urgency:	Date Mandated (see Timing of Installation)

This release addresses the following service request:

Service Request 81512

Service Request 81512 asks for the implementation of a new Salary Grade structure for the Senior Leadership Compensation Group (SLCG) comprised of SMG (Senior Management Group) and some MSP (Manager and Senior Professional) employees as approved by The Regents in March 2006. Below is the information quoted from Service Request 81512.

Background:

At the March 2006 Regents meeting, the Regents approved a new salary slotting program for the Senior Leadership Compensation Group (SLCG). This group is comprised of all current SMG employees as well as a select group of MSP employees. The SLCG salary grade structure reflects values 102 through 118 and 999. The existing SMG alpha grade values A – E are no longer valid. The existing MSP salary grade structure will remain in place but approximately eighty MSP employees have been slotted into the new SLCG grades.

Current Process:

Currently the PPS Appointment Grade field is a two character field. Currently salary grade values of A, B, C, D, E are valid for SMG titles (Title Codes 0001-0199). Grade values are assigned to SMG appointments in PPS by the

campus. PPS derives a special field, EDB 1122, from the Appointment Grade that is used in the compute process to verify current Senior Management Supplement contribution eligibility. PPS also determines eligibility for Executive Life Insurance based on Appointment Salary Grade.

Grade values 1-9 are valid MSP grades for MSP titles (Title codes 0200 – 0799), with employees assigned the Grades 8 and 9 having special terms and conditions of employment specified in Personnel Policy for Staff Members (PPSM). MSP grades are assigned to employee PPS appointment records by the campus.

Proposed Process:

The SLCG is comprised of approximately four hundred employees, approximately 300 SMG employees, 80 MSP employees and 30 Lab employees. Rather than expanding the current PPS Appointment Salary Grade field from two positions to three to handle the new SLCG grades it is proposed that two new employee level data element fields be established for the SLCG grade and effective date. The existing Appointment Salary Grade field will no longer be used for SMG appointments. The salary grade field will not be used for MSP employees slotted into SLCG.

The derivation of EDB 1122 should be changed to reflect that an employee is eligible or ineligible for the Senior Management Supplement benefit, rather than reflecting the salary grade value. Modification to the compute process to use the new values of EDB 1122 will be required.

The Executive Life Insurance derivation must be modified. All SMG employees are eligible for Executive Life Insurance unless they decline coverage.

Existing SMG salary grade values will be retained for an interim period to allow transition. A subsequent Service Request will be submitted at a later date to remove the old values and modify edits.

Programs

PPBASFET

Currently, PPBASFET is the “fetch” module for selecting PPPBAS table data for HDB History processing.

DB2 column names related to the Senior Leadership Compensation Group (SLCG) Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) have been added to the DB2 Select statement that retrieves data items from the PPPBAS table.

In addition, DB2 column names related to the change flags for SLCG Grade Code and SLCG Grade Effective Date have been added to the DB2 Select statement that retrieves data items from the PPPBAS Table.

PPBASHST

PPBASHST processes change data by data element number for the PPPBAS table during History processing.

Logic has been added to process changes for data element 0388 (SLCG Grade Code) and data element 0389 (SLCG Grade Effective Date), initialize the SLCG Grade Code and SLCG Grade Effective Date change flags, and initialize the SLCG Grade Effective Date to an initial low date (0001-01-01).

PPBASUPD

PPBASUPD is the update module for inserting, deleting and updating the PPPBAS table during History processing. The SLCG Grade Code and its equivalent change flag, SLCG Grade Effective Date and its equivalent change flag have been added to the DB2 Update statement.

PPEBTFET

The module is part of the standard EDB Fetch/Update complex that moves the appropriate data values from the EBT-ROW-HOLD fields to the EBT-ROW-HOLD1 fields based on data element numbers.

It has been modified to process two new columns for the SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389).

PPEBTUPD

The module is part of the standard EDB Fetch/Update complex that moves the data values from the ECF Change records to the appropriate EBT-ROW fields based on data element numbers.

It has been modified to process two new columns for SLCG Grade Code and SLCG Grade Effective Date.

PPEBTUTL

The module is part of the standard EDB Fetch/Update complex. The data values from the PPPEBT Table are moved to the fields in the EBT-ROW record, and the EBT-ROW record is returned to the calling module via the linkage.

It has been modified to process two new columns for SLCG Grade Code and SLCG Grade Effective Date.

PPEBTUTW

The module is part of the standard EDB Fetch/Update complex. Depending upon the function passed into this module, an EBT record is deleted, updated, or inserted to the PPPEBT Table.

It has been modified to process two new columns for SLCG Grade Code and SLCG Grade Effective Date.

PPEC002

This module performs consistency edits in USER08 on the appointment salary grade.

This module has been modified as follows:

PSS (Professional and Support Staff) Appointments

If the Personnel Program Code is '1' ('Professional and Support Staff'), the Appointment Title Code is 4000 – 9999, and the Salary Grade is blank or 0-7, no message will be issued. However, if the Salary Grade is not blank or 0-7, the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 08-720 (Invalid Grade for this PSS Title Code) is issued.

SMG (Senior Management Group) Appointments

If the Personnel Program Code is '2' ('Management and Senior Professional') and the Appointment Title Code is 0001-0199, the Salary Grade should be blank. However, if the Salary Grade is not blank (value of A, B, C, D, E, 1, 2, 3, or 4), the following 'Warning' message is issued in both online and batch maintenance:

Message 08-745 (Grade should be blank for SMG title) is issued.

In addition, if the Salary Grade is not blank (not A, B, C, D, E, 1, 2, 3, or 4), the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 08-749 (Invalid Grade for this SMG Title Code) is issued.

MSP (Manager and Senior Professional) Appointments

If the Personnel Program Code is '2', the Appointment Title Code is 0200-0799, the SLCG Grade field is blank, and the Salary Grade is blank or 0-9, no message is issued. If the Salary Grade is not blank or 0-9, the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 08-746 (Invalid Grade for this MSP Title Code) is issued.

If the Personnel Program Code is '2', the Appointment Title Code is 0200-0799, the SLCG Grade field is not blank, and the Salary Grade is blank, no message is issued. If the Salary Grade is not blank, the following 'Warning' message is issued in both online and batch maintenance:

Message 08-747 (Grade should be blank for MSP in SLCG) is issued.

PPEC157

This module is developed to perform consistency edits and implied maintenance (USER08/USER12) on the Senior Leadership Compensation Group (SLCG) Grade Code (EDB 0388) and Senior Leadership Compensation Group (SLCG) Grade Effective Date (EDB 0389)

Consistency edits are performed as follows:

Both the SLCG Grade Code and SLCG Grade Effective Date must be present. If both values are not entered, the following message is issued:

Message 08-748 (SLCG Grade Code and Effective Date are both required) is issued in USER08.

Message 12-748 (SLCG Grade Code and Effective Date are both required) is issued in USER12, and the SLCG Grade Code and SLCG Grade Effective Date values are reset to the original values prior to the update.

PPEI002

This module performs implied maintenance in USER12 on the appointment salary grade.

This module has been modified as follows:

PSS (Professional and Support Staff) Appointments

If the Personnel Program Code is '1' ('Professional and Support Staff'), the Appointment Title Code is 4000 – 9999, and the Salary Grade is blank or 07, no message will be issued. If the Salary Grade is not blank or 07, the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 12-920 (Invalid Grade for this PSS Title Code) is issued, and the appointment salary grade is reset to the original value prior to the update.

SMG (Senior Management Group) Appointments

If the Personnel Program Code is '2' ('Management and Senior Professional') and the Appointment Title Code is 0001-0199, the Salary Grade should be blank. However, if the Salary Grade is not blank (value of A, B, C, D, E, 1, 2, 3, or 4), the following 'Warning' message is issued in both online and batch maintenance:

Message 08-745 (Grade should be blank for SMG title) is issued.

In addition, if the Salary Grade is not blank (not A, B, C, D, E, 1, 2, 3, or 4), the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 08-749 (Invalid Grade for this SMG Title Code) is issued, and the appointment salary grade is reset to the original value prior to the update.

MSP (Manager and Senior Professional) Appointments

If the Personnel Program Code is '2', the Appointment Title Code is 0200-0799, the SLCG Grade Code field is blank, and the Salary Grade is blank or 0-9, no message is issued. If the Salary Grade is not blank or 0-9, the following message is issued with a severity level of 'Employee Reject' online and 'Data Override' in batch:

Message 12-746 (Invalid Grade for this MSP Title Code) is issued, and the appointment salary grade is reset to the value prior to the update.

If the Personnel Program Code is '2', the Appointment Title Code is 0200-0799, the SLCG Grade Code field is not blank, and the Salary Grade is blank, no message is issued. If the Salary Grade is not blank, the following 'Warning' message is issued in both online and batch maintenance:

Message 12-747 (Grade should be blank for MSP in SLCG) is issued.

PPEM116

This module does consistency edits and implied maintenance to the Senior Management related data elements (e.g., Executive Life Insurance, Senior Management Severance Pay Percent, Senior Management Exception Indicator). In addition, this calls modules PPEXECLF and PPEXECSP to derive the Executive Life Insurance Indicator (EDB 0356) and Senior Management Supplement Eligibility Indicator (EDB 1122) respectively.

This module has been modified to remove the logic that resets the Executive Severance Pay Percent (EDB 1123) to zero when the Senior Management Supplement Eligibility Indicator is not 'E'.

In addition, the resetting of the Executive Severance Pay Percent to zero during de-enrollment process is removed.

PEXECLF

This module determines eligibility in the Executive Life Insurance Program (i.e., title codes 0001 through 0199), and derives the value for the Executive Life Insurance Indicator (EDB 0356) based on the set of valid appointment salary grades. In addition, this module computes the salary base for eligible employees in the Executive Life Insurance Program.

This module has been modified such that the appointment salary grade used in the derivation logic is removed.

PPEXECSP

This module determines eligibility in the Senior Management Supplement Program, and derives the value for the Senior Management Supplement Eligibility Indicator (EDB 1122) based on the highest appointment salary grade.

This module has been modified such that the appointment salary grade used in the derivation logic will be removed.

PPIDXHST

This program is part of the group of programs that processes changed data from the Employee Data Base to the History Data Base.

The DB2 SLCG Grade Code and SLCG Grade Effective Date column names, including its equivalent change flag columns, have been added to the PPPBAS column names in the DB2 'INSERT' statements.

PPNETCLC

PPNETCLC is called during the Compute to perform certain calculation routines.

Currently, calculation routine 55 contains logic to check the Senior Management Supplement Eligibility Indicator value and the Senior Management Supplement Exception Indicator value. If the Senior Management Supplement Eligibility Indicator value is ('A', 'B', 'C', 'D', or 'E') or the Senior Management Supplement Exception Indicator value is 'Y', contributions are taken for GTNs 742, 743, 744, 745, 746, and 747.

This module has been modified such that the above contributions are taken when the Senior Management Eligibility Indicator value is 'Y', or the Senior Management Supplement Exception Indicator value is 'Y'.

PPP711

Program PPP711 produces the Employee file and the Dependent file for the Corporate Personnel System (CPS).

The SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) have been added to the Employee file.

PPOT1716 (new)

This one-time program has been developed to re-derive the value of EDB 1122 (Senior Management Supplement Eligibility Indicator) to 'Y' if the Senior Management Supplement Eligibility Indicator value is 'A', 'B', 'C', 'D', or 'E'. If the Senior Management Supplement Eligibility Indicator value is not 'A', 'B', 'C', 'D', or 'E', the Senior Management Supplement Eligibility Indicator is set to blank.

PPOT1716 is capable of running in non-update and update mode, as requested on the Run Specification Record. In non-update mode ('REPORT') EDB Change File (ECF) records are produced, but the EDB is not updated. In update mode ('UPDATE') ECF records are written and the EDB is updated directly, i.e. not via transactions. The Run Specification Record is read and edited for existence, correct program ID and valid non-update/update mode. If any errors are encountered the program terminates and issues a message.

CICS Programs

PPWEELI

PPWEELI is the screen processor for the EDB Entry/Update Senior Leadership Compensation Group Information function EELI. The EELI function provides update capability mainly for the Executive Life Insurance Program as well as the Senior Management Supplement Eligibility Indicator (EDB 1122), Senior Management Supplement Exception Indicator (EDB 0412), and the Senior Management Supplement Override Contribution Rate (EDB 0413).

The EELI function has been modified to provide updates to the SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) data.

PPWIAPP

This program is the screen processor program for the EDB Inquiry Appointment/Distribution (IAPP) function IAPP.

The IAPP function has been modified such that the START (Staff and Academic Reduction in Time) data (EDB 0495, 0495, and 0497) have been removed from this screen. In their place, the SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) data are displayed.

PPWIAPS

PPWIAPS is the screen processor for the EDB Inquiry Appointment Summary function IAPS.

The IAPS function has been modified to display the SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) data.

PPWIAPT

PPWIAPT is the screen processor for the EDB Inquiry Appointment/Distribution Compact function IAPT.

The IAPT function has been modified to display the SLCG Grade Code (EDB 0388) and SLCG Grade Effective Date (EDB 0389) data.

PPWIBA1

The new columns for SLCG Grade Code and SLCG Grade Effective Date and its equivalent change flags have been added to the selection of data from the PPPBAS table.

PPWISSP

PPWISSP is the screen processor for the EDB Inquiry Senior Leadership Compensation Group function ISSP.

The ISSP function has been modified to display the SLCG Grade Code (EDB 0388) and SLCG Grade effective Date (EDB 0389) data.

Copymembers

CPWSRBAS

CPWSRBAS is used to define working storage for a PPPBAS table row.

The SLCG Grade Code and SLCG Grade Effective Date and its equivalent change flag fields have been added.

CPWSREBT

CPWSREBT is used to define working storage for a PPPEBT table row.

The SLCG Grade Code and SLCG Grade Effective Date have been added.

CPWSXECP

CPWSXECP is used to define working storage for the Employee record in the CPS Interface file.

The SLCG Grade Code and SLCG Grade Effective Date have been added.

Include Members

PPPVBAS1, PPPVZBAS

PPPVBAS1 and PPPVZBAS define the working storage for PPPBAS rows and declares a full table view of the PPPBAS table.

The SLCG Grade Code and SLCG Grade Effective Date and its equivalent change flag fields and DB2 columns have been added.

PPVEBT1, PPPVEBT2, PPPVZEBT

PPPVEBT1, PPPVEBT2, and PPPVZEBT define the working storage for PPPEBT rows and declares a full table view of the PPPEBT table.

The SLCG Grade Code and SLCG Grade Effective Date fields and DB2 columns have been added.

DDL Members

PPPVBAS1, PPPVZBAS

PPPVBAS1 and PPPVZBAS are the whole table views of the PPPBAS table.

The SLCG Grade Code and SLCG Grade Effective Date and equivalent change flag DB2 columns have been added.

PPPVEBT1, PPPVEBT2, PPPVZEBT

PPPVEBT1, PPPVEBT2, and PPPVZEBT are the whole table views of the PPPEBT table.

The SLCG Grade Code and SLCG Grade Effective Date DB2 columns have been added.

TBBAS00C

TBBAS00C defines the PPPBAS table.

The SLCG Grade Code and SLCG Grade Effective Date and equivalent change flag DB2 columns have been added.

TBEBT00C

TBEBT00C defines the PPPEBT Table.

The SLCG Grade Code and SLCG Grade Effective Date DB2 columns have been added.

TBBAS11A (new)

A new ALTER TABLE member has been created to add the DB2 column names for the SLCG Grade Code and SLCG Grade Effective Date, and its equivalent Change Flag Indicators.

TBEBT03A (new)

A new ALTER TABLE member has been created to add the DB2 column names for the SLCG Grade Code and SLCG Grade Effective Date.

Bind Members

PPOT1716 (new)

A plan bind member has been created for one-time program PPOT1716.

CICS Maps

PPEELI0

This map which defines the label fields and data fields for the EELI screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

PPIAPP0

This map which defines the label fields and data fields for the IAPP screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

PPIAPS0

This map which defines the label fields and data fields for the IAPS screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

PPIAPT0

This map which defines the label fields and data fields for the IAPT screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

PPIBA10

This map which defines the label fields and data fields for the IBA1 screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

PPISSP0

This map which defines the label fields and data fields for the ISSP screen has been modified to include the label fields and data fields associated with the SLCG Grade Code and SLCG Grade Effective Date.

Web Include Member

PPWWIEMP

Member PPWWIEMP contains file ppwwiemp.d2w which processes the Web EDB Inquiry Employment Status information page. This page has been modified to display the employee's data for the SLCG Grade Code and SLCG Grade Effective Date.

Table Updates

System Messages Table

New messages issued by the File Maintenance Process for the new consistency edits on appointment salary grade, and new module PPEC157 that does new consistency edits on the SLCG Grade Code and SLCG Grade Effective Date have been added to the System Message Table.

The update transactions in release file CARDLIB (MSGPROD) and the completed facsimile form UPAY554 sent with this release are supplied for both Test and Production.

Data Element Table

New data elements 0388 and 0389 related to the SLCG Grade Code and SLCG Grade Effective Date respectively have been added to the Data Element Table with a con-edit trigger of '157'. Valid values for EDB 0388 are 102 through 118 and 999.

Valid values of A through E and 1 through 4 have been replaced with blank (not eligible) and 'Y' (eligible) for existing data element 1122 (Senior Management Supplement Program).

Note that per Service Request 81512 existing appointment salary grade (EDB 2008) values of A through E associated with SMG titles will be retained on the Data Element Table for an interim period to allow transition. A subsequent Service Request will be submitted at a later date to remove the old values and modify edits.

Use the transactions in CARDLIB(DETPROD), or key from the provided facsimile UPAY553 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

Data Element to Screens Table

Data Elements 0388 and 0389 associated with the EELI screen have been added to the Data Element to Screens Table.

The update transactions in release file CARDLIB (DESPROD) and the completed facsimile form UPAY815 sent with this release are supplied for both Test and Production.

Processing Group Table

New entries on the Processing Group Table (PGT) are required so that PPEC157 is executed in the appropriate order during the pre-update and post-update functions of the EDB File Maintenance Process.

The update transactions in release file CARDLIB (PGTPROD) and the completed facsimile form UPAY803 sent with this release are supplied for both Test and Production.

Routine Definition Table

New EDB Consistency Edit module PPEC157 has been added to the Routine Definition Table.

The update transactions in release file CARDLIB (RTDPROD) and the completed facsimile form UPAY804 sent with this release are supplied for both Test and Production.

History Data Element Table

Data Elements 0388 and 0389 have been added to the History Data Element table (PPPHDE).

CICS Help

CICS Field Help Text

CICS Help DDSE entries were added for SLCG Grade (EDB 0388) and SLCG Grade Effective Date (EDB 0389).

CICS Help Anchors

New CICS Help anchors were added for the IBA1, IAPP, IAPS, IAPT, ISSP, and EELI screens.

CICS Help Screens

Existing CICS Help screens for the ISSP and EELI screens have been modified.

JCL Changes

PPOT1716

Sample one-time JCL in PAYDIST.R1716.JCL can be used as a model for creating production JCL.

Test Plan

An installation Test Plan is provided as a separate document.

Installation Instructions

Installation Instructions are provided as a separate document.

Timing of Installation

The installation of this release is *Date Mandated*.

This release must be installed after the EDB Periodic Monthly Maintenance To Begin September has run and prior to the installation of the upcoming Senior Leadership Compensation System (SLCS) extract program (Service Request 16338, release pending). This SLCS release must be installed prior to running the final compute for September earnings.

If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu, or call (510) 987-0464.

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