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SR81883 Requirements One-Time Special MCB Calculation

Objective:

UCOP Human Resources and Benefits, Health and Welfare Policy and Planning and Labor Relations, have a need to analyze the impact of Shift Differential in the calculation of the Medical Contribution Salary Base (MCB). A special one-time re-calculation of MCB to exclude Differential pay and comparison of this to the current calculation of MCB is required.

Project Type:

This is a one-time PPS project.

Requested by:

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Analyst:

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Due Date(s):

Urgent

Background:

Various Bargaining Units have filed grievances that Differential pay should not be included in the MCB calculation. UCOP Human Resources and Benefits, Health and Welfare Policy and Planning and Labor Relations, have a need to analyze the impact of Shift Differential in the calculation of the Medical Contribution Salary Base.

Current Process:

The current MCB calculation includes Differential Rates based on:

Pay Category = 'D' (differential) or

Pay Category = 'S' (Suspense) and Time Code = '8' (Regular at other than Regular time rate)

Proposed Process:

It is requested that a special modified calculation of MCB excluding Shift Differential be developed and that this calculation be applied to 2005 year-end frozen EDB to provide a re-calculated MCB. Additionally, the existing MCB calculation process should also be performed against this 2005 year-end file to capture the projected 'Next Year MCB' – this is the MCB that would be effective for 2007. ('Next-Year MCB' is normally calculated in the Annual Benefits Premium Audit process run by campuses in January.) The modified MCB calculation and the

standard MCB calculation will be provided on an electronic file to OP HR&B for analysis. OP HR&B will analyze the data to determine the impact on overall benefit costs based on the population of employees in each band and the inclusion or exclusion of Differential.

The one-time special program should perform two separate MCB calculations using all existing MCB logic except for the processing of Differential rates:

- 1) Use the existing logic for MCB calculation that includes Differential pay, and
- 2) A second calculation that excludes Differential pay

If unable to calculate a MCB because of lack of appointment/distribution data that employee record should be ignored. All other MCB logic should be unchanged.

The one-time program should be run against the 2005 year-end PPS database. Note that this database will not yet contain the 'Medical Contribution Base – Next Year' (for 2007) as that field will not be computed until the Benefit Premium Audit that would be run in January 2006.

When the MCB calculations are complete an assigned 'MCB band' level should be determined for each MCB. The MCB band fields will be included on the output file and should be labeled as: 'Salary Band with Differential' or 'Salary Band W/O Differential'.

MCB Band
< = 043
044 - 086
087 - 129
> 129

Assignment of a 'Changed MCB' flag

A comparison between the MCB Bands should be done on each employee. If the assigned 'MCB Band with Differential' is different than the assigned 'MCB Band W/O Differential' a 'Y' flag should be set in a field that will be provided on the output file.

Output File

The requested process should produce a delimited electronic file that will be provided to UCOP HR&B. The file should contain:

Location Identified, e.g. '03'
Employee ID#
Employee Name (EDB 0105)
Employee Status (EDB 0144)
Employee Unit Code (EDB 0255)
Employee Relations Code (EDB 0161)
Primary Title Code (EDB 0460)
Primary Title Name
Medical Plan Code (EDB 0292)
Medical Plan Coverage Code (EDB 0293)
MCB with Differential

MCB without Differential
Pay Band for MCB with Differential
Pay Band for MCB without Differential
MCB Different Flag
Total Gross – YTD (EDB 5501)
Regular Pay – Calendar YTD (EDB 5513)

File Submission

Files should be delivered electronically to UCOP via a secure file transfer method when complete.