

**Release 1767**

**Service Request 81883  
MCB One-time**

**Detail Design**

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## **Introduction**

### **Service Request 81883**

Service Request 81883 asks for a one-time process that will create a file suitable for analysis of the impact of differentials (such as shift) on the Medical Contribution Base (MCB).

Service Request 81883 provides the following background information:

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.

Campuses will be asked to use the final 'frozen' 2005 Calendar Year End EDB to create the file; this EDB will be close enough to the EDB that was used by PPP570 in January 2006 to calculate the 'next-year Medical Contribution Salary Base' (EDB 0290) for use in 2007, and it will allow the examination of the actual calendar year-to-date total and regular grosses.

## **Overview of PPS Modifications**

### **One-time Process**

A one-time program will be developed to create a tab-delimited file with:

- selected EDB information
- a replication of the MCB calculation currently done by PPP570
- a modification of the MCB calculation that excludes differentials
- indicators for the salary bands applicable to each of the two calculated MCBs
- an indicator of any differences in the two bands.

## Programs

### One-Time Programs

#### **PPOT1767**

This one-time program will be developed to create a tab-delimited file (with a column header row) that includes the following:

- Location Identifier (CCR\_LOCATION, translated for A and H)
- 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 (via PPTCTUTL))
- 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)

The MCB calculation will closely match the calculation currently done by PPP570 in the January (BOTH mode) run. Employees will be selected if their Benefits Eligibility Level Indicator (BELI, EDB 0360) is 1, 2, 3, or 4. All processing requiring an effective date will use a hard-coded date of January 1, 2006.

For each employee, all appointments will be selected. For each appointment, the distributions are selected if the distribution begin date is less than or equal to the effective date and the distribution end date is greater than or equal to the effective date. In addition, the distribution DOS code must have the insurance benefits indicator set to 'Y' and the distribution DOS code itself must not be one of the START reduction DOS codes (copy member CPWSTART). An annualized pay rate will be calculated for the distribution and categorized as:

- regular, if the pay category is 'N' and the hours code is 'R' OR if the pay category is 'S' and the time code is '1'; only the highest amount is stored (no accumulation)
- add-on, if the pay category is 'N' and the hours code is blank OR if the pay category is 'S' and the time code is '9'; these amounts are accumulated
- differential, if the pay category is 'D' OR the pay category is 'S' and the time code is '8'; only the highest amount is stored (no accumulation)

The annualized amount is first calculated as

- distribution pay rate \* 12 if the appointment pay schedule is 'MO' or 'MA' and the rate code is 'A' or 'B'
- distribution pay rate \* 24 if the appointment pay schedule is 'SM' and the rate code is 'A' or 'B'
- distribution pay rate \* 26 if the appointment pay schedule is 'BW' and the rate code is 'A' or 'B'
- distribution pay rate \* working hours per year if the rate code is 'H'

The annualized amount is then adjusted as

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- annualized amount \* DOS total gross indicator \* DOS factor if the DOS calculation process is '02'
- annualized amount \* DOS total gross indicator if the DOS calculation process is '01' or '03'

The normal total annualized base is calculated as the sum of the regular, add-on, and differential amounts, divided by 1000.

The modified annualized base is calculated as the sum of the regular and add-on amounts, divided by 1000.

Both the normal and modified MCBs are examined to ensure that the proper rounding occurs during the division of the total annualized amounts by 1000 (cent values of .01 through .99 are treated as .00, and dollar values of 1.00 through 999.00 are treated as 1000.00). If the total annualized amount is greater than or equal to 999,001, the MCB is set to 999.

For both of the MCB values, the salary band is set to:

- 999 if the MCB is greater than 129
- 129 if the MCB is less than or equal to 129 and greater than 86
- 86 if the MCB is less than or equal to 86 and greater than 43
- 43 if the MCB is less than or equal to 43

If the normal MCB band is different from the modified MCB band, the difference indicator is set to 'Y'

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## **Bind Members**

### **One-Time Binds**

#### **PPOT1767**

This plan bind will be created for one-time program PPOT1767

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## **JCL Changes**

### **PPOT1767**

Sample JCL will be provided for one-time program PPOT1767.