

Release 1816

Service Request 82187

Final Pay - Pay Disposition Override

Detail Design

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Introduction

Service Request 82187

Service Request 82187 asks for the removal of the temporary override of the employee's pay disposition code from the final pay process.

Service Request 82187 provides the following background information:

“In response to Assembly Bill 2410 enacted in 2002, Payroll Managers indicated that a special payroll computation cycle should be developed to handle the issuance of final payments to separating employees who should receive their final pay on the last day of work or within 72 hours of notification of their separation date. Thus, in 2003, IR&C developed and released the modifications to create the Final Pay Compute (Release 1492), an alternative normal cycle. One special feature of the Final Pay Compute cycle is the override of the employee's pay disposition. This temporary override allows the campus to generate paper checks as prescribed by the California Labor Code.

Due to recent changes approved by the California State Assembly, campuses can now distribute the final pay of separating employees using the employees' current pay dispositions, including direct deposit or U.S. mail.”

Overview of PPS Modifications

Compute Process

Currently, the Compute Process overrides the employee's pay disposition with a campus specific Pay Disposition during the processing of Final Pay (Pay Cycle code of 'YX') calculation. This override produces paper checks for all employees being paid in the Final Compute cycle. This creates the inconvenience of distributing paper checks for the campuses and receiving them for those employees who have previously requested direct deposit.

This temporary Pay Disposition override will be removed from the Final Pay Compute process and the final pay will be distributed according to the employee's selected pay disposition (direct deposit or paper check). This will involve changes to programs PPP420 / PPP430 and a single copy member CPWSXIC2.

Programs

New and Modified Programs

PPP420

PPP420 produces checks, direct deposit advice statements, the reconciliation interface file and reports from the compute process.

When the Pay Cycle code is 'YX' (Final Pay compute), PPP420 contains logic to override employee's pay disposition with a campus specific Pay Disposition for all the employees who are paid through the Final Pay compute process. The Pay Disposition override is stored in the Installation Constant copybook CPWSXIC2.

PPP420 will be modified to remove the logic that overrides employee's pay disposition with the campuses' pre-defined Pay Disposition code in CPWSXIC2.

PPP430

PPP430 produces the direct deposit NACHA (National Automated Clearing House Association) file containing employee's net pay, and/or appropriate deductions (deductions defined on NGO Table).

When Final Pay Status on the PAR is 'F' (Final Pay compute 'YX') and the net pay is greater than zero, PPP430 contains logic to prevent the generation of direct deposit for these final paid employees.

PPP430 will be modified to remove the logic that prevents generation of direct deposit for employees receiving final pay.

Copy Members

CPWSXIC2

CPWSXIC2 defines various application constants. It contains the field XIC2-FINAL-PAY-DISP-CODE and its value is campus specific.

The field XIC2-FINAL-PAY-DISP-CODE and the associated comment lines defining the pay disposition values will be removed from the copybook CPWSXIC2.