

**Release 1853**

**Service Request 82445  
PCT Lump Sum 2008**

**Detail Design**

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## Introduction

### Service Request 82445

Service Request 82445 provides the following background information:

The University and the American Federation of State, County, and Municipal Employees (AFSCME) union recently reached agreement on a new contract covering employees in the Patient Care Technical (PCT/EX) unit. The wages article for this agreement, effective November 13, 2008 includes provision for two lump sum payments in lieu of retroactive pay.

The first lump sum is calculated as the incremental hourly rate increase for the first pay rate adjustment multiplied by the hours worked in the EX unit for the period of 10/21/07 through 11/15/08 (BW) and 11/01/07 through 11/30/08 (all others). The second lump sum is calculated as the incremental hourly rate increase for the second pay rate adjustment multiplied by the hours worked in the EX unit for the period of 09/07/08 (BW) and 09/01/08 (all others) through the last pay period end dates prior to the implementation of the second pay rate adjustment. The incremental hourly rates for each employee must be provided by each location.

## Overview of PPS Modifications

### One-Time Process

A one-time program will be written to produce the lump sum payment transactions, a report, and a tab-delimited reporting file. It will be based on the one-time program from R1698 (CX Lump Sum 2006).

## Programs

### One Time Programs

#### PPOT1853

PPOT1853 will create one-time (FT) transactions for the two lump sums for PCT/EX bargaining unit agreement, based on an input transaction file prepared by each location of the eligible employees and the incremental rates for the two increases. The program will read a parameter file that includes the end dates of the second lump sum period (among other parameter values). The program will read the sequential PAR file to collect the hours in the bargaining unit for each input employee. The program will produce files of FT transactions, separated by the employees' primary pay schedules, and will produce a roster, a warnings/control report, and a tab-delimited file. The tab-delimited file is to be transmitted to UCOP.

PPOT1853 will read a parameter file for the following values:

- FT batch header numbers for all four cycle types (MO, BW, MA, SM)
- end dates of the second lump sum period for MO/MA, BW, and SM employees
- FT transaction date for the second lump sum

PPOT1853 will include the following constants:

- bargaining unit: EX
- representation code: C
- contract date: 11/13/08
- begin dates of the first lump sum period: 10/21/07 for BW, 11/01/07 for MO/MA and SM

- end dates of the first lump sum period: 11/15/08 for BW, 11/30/08 for MO/MA and SM
- begin dates of the second lump sum period: 09/07/08 for BW, 09/01/08 for MO/MA and SM

PPOT1853 will read a transaction file that will be the starting point for determining an employee's eligibility for the payments. There will be one record per employee, and each record will contain:

- the employee ID
- the incremental hourly rate for the first increase
- the incremental hourly rate for the second increase.

PPOT1853 will sort the file by employee ID. For each employee in the transaction file, PPOT1853 will ensure that the employee is still eligible by verifying that the separation date, if present, is greater than the run date. PPOT1853 will also verify that the employee has at least one current EX/C appointment that is not without salary and not by agreement (Rate Code of B). Appointments are considered current if the appointment begin date is less than or equal to the run date and the pay end date is greater than or equal to the run date.

PPOT1853 will accumulate hours worked in the bargaining unit by selecting earnings (excluding expense transfers) from the PAR file records where the bargaining unit is EX and the representation code is C, the Range Adjustment Indicator is not A, and the DOS code has a Pay Category of N and Hours Code of R. For the first lump sum, the hours will be accumulated from the begin date of the first lump sum period up through the end date of the first lump sum period. For the second lump sum, the hours will be accumulated from the begin date of the second lump sum period up through the end date of the second lump sum period.

The amount of the first lump sum will be calculated as the first hourly incremental rate multiplied by the accumulated hours for the first lump sum; the amount of the second lump sum will be calculated as the second hourly incremental rate multiplied by the accumulated hours for the second lump sum. The first lump sum will have a transaction date of the contract date; the second lump sum transaction date will come from the parameter file. The DOS code for all FT transactions will come from the parameter file.

Each lump sum will be distributed across all current REG-type distributions for EX/C appointments that are not without salary or by agreement (Rate Code of B). Distributions are current if the pay begin date is less than or equal to the run date and the pay end date is greater than or equal to the run date; distributions are REG-type if the DOS Hours Code is R, and naturally negative DOS codes (such as RTP for START) will be excluded. If there are no current distributions, the lump sum will be distributed across all expired REG-type distributions for EX/C appointments that are not without salary or by agreement.

The FT transactions will be written to separate files, based on the employee's primary pay schedule. No transactions will be written for zero amounts.

PPOT1853 will produce a report of the payments, sorted by employee home department code and employee name.

PPOT1853 will produce a tab-delimited file of the payment details.

## **Bind Members**

### **One-Time Binds**

#### **PPOT1853**

This plan bind will be created for one-time program PPOT1853.

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## **JCL Changes**

### **PPOT1853**

Sample JCL will be provided for one-time program PPOT1853.

## **Attachments**

### **Input Transaction File**

```
01  WS-RATE-RECORD.  
    05  WS-RATE-EMPLOYEE-ID      PIC X(9).  
    05  FILLER                    PIC X(1).  
    05  WS-RATE1                  PIC 9(5)V9(4).  
    05  FILLER                    PIC X(1).  
    05  WS-RATE2                  PIC 9(5)V9(4).  
    05  FILLER                    PIC X(51).
```

### **Parameter File**

```
01  WS-PARAM-RECORD.  
    05  PARAM-BATCH-MO            PIC 9(3).  
    05  FILLER                    PIC X(1).  
    05  PARAM-BATCH-BW            PIC 9(3).  
    05  FILLER                    PIC X(1).  
    05  PARAM-BATCH-MA            PIC 9(3).  
    05  FILLER                    PIC X(1).  
    05  PARAM-BATCH-SM            PIC 9(3).  
    05  FILLER                    PIC X(1).  
    05  PARAM-MO2-END-DT          PIC X(6).  
    05  FILLER                    PIC X(1).  
    05  PARAM-BW2-END-DT          PIC X(6).  
    05  FILLER                    PIC X(1).  
    05  PARAM-SM2-END-DT          PIC X(6).  
    05  FILLER                    PIC X(1).  
    05  PARAM-FT-DATE2            PIC X(6).  
    05  FILLER                    PIC X(37).
```