SERVICE REQUESTS 11546, 11769 and 11770:

UCRP Covered Compensation Limit and
Additional Health Sciences Salary Scales

DETAILED DESIGN

Document Number DETL915
August 5, 1994

Information Systems & Computing
Office of the President
University of California
Introduction

This Detailed Design includes plans to change the Payroll/Personnel System (PPS) to fulfill requirements for three Service Requests. Modifications to the PPS have been combined because of time constraints and commonality of effort.

Service Request 11546, dated June 16, 1994, and its Amendment, dated August 1, 1994, request that an indicator be added to the Employee Data Base (EDB) which would identify employees covered under the new covered compensation limit for members of the University of California Retirement Program (UCRP). The new limit of $150,000 will apply to employees who become UCRP plan members on or after July 1, 1994. Employees who were plan members before that date, including rehires, will continue to be subject to the old limit of $235,840. The Service Request requires new EDB File Maintenance edits for this UCRP Covered Compensation Limit (CCL) Code, addition of the CCL Code to the EDB Entry/Update and EDB Inquiry Systems, inclusion of the CCL Code on the UCRP Interface file UCRSFM produced by program PPI740, and modifications to the PPP5911 and PPP5912 reports which list employees approaching or exceeding the covered compensation limit. A one-time program will initially assign the correct CCL code to all employees on the EDB.

Service Request 11769, dated May 26, 1994, requests that the PPS be modified to facilitate implementation of seven additional Health Sciences faculty salary scales (2 and 4 through 9). The campuses will also have the ability to identify academic programmatic units (APU) to which a salary scale and fund source may be assigned. Health Sciences faculty employees will then be assigned a particular APU. The employee's APU Code will be stored on the EDB, requiring changes to EDB File Maintenance edits and addition of the APU Code to the EDB Entry/Update and EDB Inquiry Systems. The APU will also be stored on the Payroll Audit Record (PAR) File. The difference between scale 3 and the employee's new approved scale of 4, 5, 6, 7, 8 or 9 will be recorded separately on the EDB by an additional distribution using a DOS Code having a MedComp Plan Indicator of 'Y' on the Description of Service (DOS) Table. The APU Code and the DOS MedComp Plan Indicator will be included on the UCRP Interface File UCRS produced by program PPI730.

Service Request 11770, dated May 27, 1994, requests that the following fields be removed from the UCRS Interface file.

UCRS-EMP-REL-CODE
UCRS-EMP-UNIT-CODE
UCRS-EMP-SFCL-HNDLG-CODE
UCRS-EMP-DIST-UNIT-CODE
UCRS-EMP-COV-IND

To fulfill the above requirements certain modifications must be made to the PPS.

1. Two new data elements will be added to the EDB. Corresponding changes will be made to the Data Element Table, DDL's, programs and copymembers in the EDB Fetch/Update complex.

2. The EDB File maintenance process will be modified to edit the above data elements. Attachment A is a sample of the Entry/Update screen modifications for screens PPERET0 and PPEPER0.
3. A new table, the Academic Programmatic Unit (APU) Table, will be added to the System Control Tables (CTL). This table will be located on both the VSAM and DB2 versions of the CTL.

4. The Systems Parameter table will be modified to include two new systems parameters to contain values for the new covered compensation limit and tolerance.

5. The payroll computation process will be modified to include the employee's APU Code on the PAR File and to identify which covered compensation limit, based on the employee's CCL Code, should be used when calculating the Fiscal Year-to-Date Retirement Gross (EDB 5543).

6. The programs which produce the UCRP interface files. The UCRS File will be modified to include the Academic Programmatic Unit Code at the employee level, and the MedComp Indicator for each Description of Service (DOS) entry. The UCRSFM File will be modified to include the UCRP Covered Compensation Limit Code.

7. The program which produces the covered compensation maximum reports will be modified to include the new maximum and tolerance.

8. The EDB Inquiry screens PPIGEN0, PPIRET0 and PPIRTR0 will be modified to include the two new data elements. Attachment B is a sample of the screen modifications.
Differences from Requirements Definition

Analysis of the functional and technical impact of the original service request has resulted in the following changes and clarifications to the requirements.

1. Page 4, S.R. 11769: The effective date of the APU entry will be entered as MMYY. The day of the month will always be the first.

2. Attachment A of S.R. 11769: The APU Salary Scale will be 4 characters long as specified in the S.R. on page 4, rather than the three characters that appear on the sample report.

3. Page 2, S.R. 11546: If the retirement code is 2, 3, 4, or 5, the one-time program will set the CCL code to blank (i.e. the program will treat these retirement codes the same as retirement codes P, F, S or 0).

4. Page 6, S.R. 11546: If the Covered Compensation Limit Code has a value of blank, then the payroll computation process will use a limit of $9,999,999.99 as the covered compensation limit.
Forms Changes

UPAY841

This new form will be used to enter additions, changes and deletions to the new Academic Programmatic Unit Table. Attachment C is a sample draft version of this form.
System File Changes

UCRS Interface File UCRS
This file will be modified to include the following new fields.

1. The APU Code value taken from the employee's most recent PAR file record
2. The MedComp Indicator for the corresponding DOS code taken from each of the employee's PAR file earnings records

The following fields will be deleted.

1. UCRS-EMP-REL-CODE
2. UCRS-EMP-UNIT-CODE
3. UCRS-EMP-SPCL-HNDLG-CODE
4. UCRS-EMP-DIST-UNIT-CODE
5. UCRS-EMP-COV-IND
6. FILLER-AVAIL-S

UCRS Interface File UCRSFM
This file will be modified to include the Covered Compensation Limit Code taken from the EDB.

Payroll Audit Record (PAR) File
This file will be modified to add the Academic Programmatic Unit (APU) Code to the employee level of the PAR file at the time the PAR is created. The APU Code will replace the Status Effective Date which is not being used.
Data Base Changes

CTL

Academic Programmatic Unit Table (APU)
The table records will be edited and updated via program PPP010 on the VSAM file and inserted into the DB2 CTL by program PPP851. A new form UPAYXXX will be used to format the table entries. A new report, PPP0140, will list the contents of the table. The data elements on the table are as follows.

- Academic Programmatic Unit Code - 6 alphanumeric characters - required
- Effective Date - MMYY date format - required
- Salary Scale - 4 alphanumeric characters - required
- Accounting information - 23 alphanumeric characters - optional
- Academic Programmatic Unit Name - 30 alphanumeric characters - optional

The key to the table will be a combination of the Academic Programmatic Unit Code and the Effective Date.

EDB

Benefits Table (BEN)
The UCRP Covered Compensation Limit Code (EDB 0236) will be added to the BEN Table. It will be the one character alphanumeric field COV_COMP_LIMIT_CD.

Extra Benefits Table (EBT)
The Academic Programmatic Unit Code (EDB 0660) will be added to the EBT Table. It will be the six character alphanumeric field ACAD_PROG_UNIT_CD.

PAR

Employee Unique Data Table (EUD)
The Academic Programmatic Unit Code will be added to the EUD Table. It will be the six character alphanumeric field PAR_ACAD_PROG_UNIT.
Copy Members

CPLNKGRS
This copymember will be changed to replace KGRS-EMPL-LAST-ACTION-DATE with KGRS-ACAD-PROG-UNIT.

CPWPATBL
This copymember will be changed to include the PAR APU Code.

CPWSUCRS
The field UCRS-EMP-ACAD-PROG-UNIT, which will contain the APU Code value taken from the PAR file, will replace the following fields.

UCRS-EMP-REL-CODE
UCRS-EMP-UNIT-CODE
UCRS-EMP-SPCL-HNDLG-CODE
UCRS-EMP-DIST-UNIT-CODE
UCRS-EMP-COV-IND

The field, UCRS-MEDCOMP-IND, which will contain the MedComp Indicator for the corresponding DOS code of each earnings record, will replace FILLER-AVAIL-S.

CPWSRBEN
This copymember will be modified to include the COV-COMP-LIMIT-CD.

CPWSREBT
This copymember will be modified to include the ACAD-PROG-UNIT-CD.

CPWSW88S
This copymember will be modified to include W88-COV-COMP-LIMIT-CD and its corresponding 88 level values 'G', 'N' and blank.

CPWSXAPU
This new copymember is a record layout of the Academic Programmatic Unit Table on the VSAM CTL.

CPWSXCFK
This copymember will be modified to add the APU Table key.

CPWSXPAR
This copymember will be modified to replace XPAR-STATUS-EFF-DATE with XPAR-ACAD-PROG-UNIT.
DDL's

IXAPU00C
This new DDL will be used to create the index for the APU Table.

PPPVBN1
This DDL will be modified to include the COV-COMP-LIMIT-CD.

PPPVBN2
This DDL will be modified to include the COV-COMP-LIMIT-CD.

PPPVEBT1
This DDL will be modified to include the ACAD-PROG-UNIT-CD.

PPPVEBT2
This DDL will be modified to include the ACAD-PROG-UNIT-CD.

PPPVZAPU
This new DDL will be a complete view of the APU Table.

PPPVZBEN
This DDL will be modified to include the COV-COMP-LIMIT-CD.

PPPVZEBT
This DDL will be modified to include the ACAD-PROG-UNIT-CD.

PPPVZEUDE
This DDL will be modified to include the PAR-ACAD-PROG-UNIT.

PPPV400A
This DDL will be modified to include the COV-COMP-LIMIT-CD.

PPPV591A
This DDL will be modified to include the COV-COMP-LIMIT-CD and HIRE-DATE.

TBAPU00C
This new DDL will be used to create all the columns in the APU Table.

TBBEN00C
This DDL will be modified to include the COV-COMP-LIMIT-CD.
**TBBEN09A**
This new DDL will alter the BEN Table by adding the COV-COMP-LIMIT-CD.

**TBEBT00C**
This DDL will be modified to include the ACAD-PROG-UNIT-CD.

**TBEBT01A**
This new DDL will alter the EBT Table by adding the ACAD-PROG-UNIT-CD.

**TSAPU00C**
This DDL will create the Table Space for the new APU Table.
Include Members

The following include members will be created or modified to correspond to the views of the same name described above.

PPPVBEN1
PPPVBEN2
PPPVEBT2
PPPVEBT1
PPPVZAPU
PPPVZBEN
PPPVZEBT
PPPVZEUD
PPPV400A
PPPV591A
Bind Members

PPOT915
This new Bind statement will be written to bind the plan for one-time program PPOTRRRA.

PPEC715
This new Bind statement will be written to bind the package for program PPEC715.

PPP080
This Bind statement will be modified to include PPEC715.
Programs

**PPBENFET**
This program will be modified to include BEN Table data element 0236, COV-COMP-LIMIT-CD.

**PPBENUPD**
This program will be modified to include BEN Table data element 0236, COV-COMP-LIMIT-CD.

**PPBENUTW**
This program will be modified to include BEN Table data element 0236, COV-COMP-LIMIT-CD.

**PPBENUT2**
This program will be modified to include BEN Table data element 0236, COV-COMP-LIMIT-CD.

**PARCV915**
This is a PAR conversion which can be used to change the APU Code of the PAR File to blank. This is necessary if the changes to the PAR file are installed mid-month. Older PAR's produced during the same month should not have a date (i.e. the old PAR Status Effective Date now replaced by the APU Code) in this field since it will be interpreted by month end processing programs as the new APU Code.

**PPDB2PAR**
This program will modify code which refers to the XPAR-STATUS-EFF-DATE. The EUD Last Action Date will be set to initial values and the new APU Code will be move to the PAR APU code on the EUD Table Record.

**PPEBTFTET**
This program will be modified to include EBT Table data element 0660, ACAD_PROG_UNIT_CD.

**PPEBTUPD**
This program will be modified to include EBT Table data element 0660, ACAD_PROG_UNIT_CD.

**PPEBTUTL**
This program will be modified to include EBT Table data element 0660, ACAD_PROG_UNIT_CD.

**PPEBTUTW**
This program will be modified to include EBT Table data element 0660, ACAD_PROG_UNIT_CD-CD.
PPEC101

Program PPEC101 will be modified to edit the UCRP Covered Compensation Limit Code. Changes to the CCL Code will trigger all of the edits. Changes to either Hire Date or to the Retirement System Code (EDB 0113, 0704) will trigger edits 1 through 5. Changes to the Retirement System Code (EDB 0122) will trigger edits 1, 2, 3, 5 and 6. The edits are as follows:

1. If the CCL Code is blank, and either the Most Recent Hire Date (EDB 0113) or the Original Hire Date (EDB 0704) is prior to July 1, 1994, and the Retirement System Code (EDB 0122) is 'U', 'B', or 'I' the CCL code will be changed 'G'. An 'Implied Maintenance' error message will be issued; "COV COMP LIMIT CODE WILL BE SET TO 'G' BASED ON HIRE DATE(S)" in the edit process and "COV COMP LIMIT CODE HAS BEEN SET TO 'G' BASED ON HIRE DATE(S)" in the update process.

2. If the CCL Code is blank, and the Most Recent Hire Date is or after July 1, 1994 and the Original Hire Date is either initial values or is on or after July 1, 1994, and the Retirement System Code is 'U', 'B', or 'I', the CCL Code will be changed to 'N'. An 'Implied Maintenance' error message will be issued; "COV COMP LIMIT CODE WILL BE SET TO 'N' BASED ON HIRE DATE(S)" in the edit process and "COV COMP LIMIT CODE HAS BEEN SET TO 'N' BASED ON HIRE DATE(S)" in the update process.

3. If the CCL Code is blank, and the Retirement System Code is 'H', 'N', or blank; the CCL Code will be changed to 'N' regardless of the values of the Most Recent Hire Date or Original Hire Date. An 'Implied Maintenance' error message will be issued; "COV COMP LIMIT CODE WILL BE SET TO 'N' FOR RETR CODE 'H' or 'N'" in the edit process and "COV COMP LIMIT CODE HAS BEEN SET TO 'N' FOR RETR CODE 'H' or 'N'" in the update process.

4. If the CCL Code is 'G', and the Most Recent Hire Date is on or after July 1, 1994, and the Original Hire Date is on or after July 1, 1994 or is initial values, the updates will be allowed. A 'Warning' error message will be issued "CHECK COV COMP LIMIT CODE - 'G' NOT VALID WITH HIRE DATE(S)" in the edit process. "COV COMP LIMIT CODE SET TO 'G' - NOT VALID WITH HIRE DATE(S)" in the update process.

5. If the CCL Code is 'N', and the Most Recent Hire Date is prior to July 1, 1994, or the Original Hire Date is prior to July 1, 1994, and the Retirement System Code is 'U', 'B' or 'I', the updates will be allowed. A 'Warning' error message "COVERED COMP LIMIT CODE OF 'N' WITH HIRE DATE BEFORE JULY 1, 1994" will be issued in both the edit and update process.

6. If the Retirement System Code is 'P', 'O', 'F', or 'S' and the CCL Code is not blank, the CCL Code will be set to blank. A 'Data Override' message will be issued in batch during both the edit and update process; an 'Employee Reject' message will be issued on-line. A turnaround for the CCL Code and Retirement System Code will be provide. The message text is "COV COMP LIMIT CODE MUST BE BLANK WITH RETR CODE P,O,F, or S.

PPEC715

Program PPEC715 will be modified to edit the Academic Programmatic Unit Code. Code will be added to the 1100-Conedits-Mainline section to edit the Academic Programmatic Unit Code. If the input APU Code is not found on the APU control table, 'Warning' error message "NO MATCHING APU CODE ON THE APU TABLE" will be issued in the edit process. An update of the CCL Code will be allowed.
PPGRSPAR
This program will be modified to remove reference to KGRS-EMPL-LAST-ACTION-DATE which was used to update the now obsolete PAR status effective date. Code will be added to move the APU Code to the PAR.

PPI730
This program will be modified to add the employee's PAR APU to the employee part of the UCRS Interface file. The APU from the PAR record with the latest pay cycle end date will be selected. It will also be modified so that for each earnings record written to the UCRS Interface File, the MedComp Indicator for the corresponding DOS code will be retrieved from the DOS Table. If the MedComp Indicator is 'Y', then 'Y' will be move to the UCRS-MEDCOMP-IND of the UCRS file, otherwise an 'N' will be moved to that field.

PPI740
This program will be modified to move the Employee's CCL (EDB 0236) to the employee portion of the UCRS interface file.

PPI750
This program will be modified to include the two new fields in the UCRS File; the Academic Programmatic Unit Code and the DOS MedComp Indicator.

PPOT915
This one time program will initialize the Covered Compensation Limit Code for all employee records on the EDB based on hire dates and produce a report. The program reads a standard specification record. If the specification sort indicator is 'N', the PER table records are sorted in name order; if 'I' they are sorted in Employee ID order; if any other value, a fatal error message is issued and execution stops. If processing continues, the retirement code value is evaluated. If the retirement code (EDB 0122) is 'P' 'F' 'S' 'O' or numbers 2 through 5, then the CCL code is set to blank. If the retirement code is 'U' 'B' or 'I' and the Most Recent Hire Date (EDB 0113) or Original Hire Date (EDB 0704) is prior to July 1, 1994 then the CCL code is set to 'G'. If the retirement code is 'U', 'B' or 'I' and the Hire Date or Original Hire Date is July 1, 1994 or later, then the CCL code is set to 'N'. If the retirement code is anything other than 'P' 'F' 'S' 'O' 'U' 'B' or numbers 1 through 5, then the CCL code is set to 'N'. See Attachment D for a sample of the one-time report.

PPP010
This program will be modified to add the processing of entries and updates of records on the new Academic Programmatic Unit Table (APU), table 40. Code will also be added to list this table. Copymember CPWSXAPU is the record layout for this table. XAPU-CODE and XAPU-EFF-DATE are the key. XAPU-SALARY-SCALE is a required field. The new code will edit for a valid month and year in the effective date and issue the following fatal message if a valid effective date is not present.
ERROR 01454 APU: APU EFFECTIVE DATE MISSING OR INVALID - REQUIRED

If the APU code is missing the following fatal message will be issued
ERROR 01453 APU: ACADEMIC PROGRAMMATIC UNIT CODE MISSING - REQUIRED
If the APU Salary Scale is missing the following fatal message will be issued
ERROR 01455 APU: APU SCALE MISSING - REQUIRED
In addition, the usual edits for changing or deleting a non-existent record or
adding a duplicate record will be written. A sample of the report listing the
records in the APU table is attached (see Attachment E).

PPP390
This program will be modified to determine the employee's covered compensation
limit by retrieving the covered compensation limit code value (EDB 0236) from the
EDB. If the value is 'G' the value in system parameter 23 will be retrieved,
multiplied by 100 and used as the maximum covered compensation gross. If the
value is 'N', then the value of system parameter 67 will be used in the same way
to determine the maximum covered compensation gross. If there is any other
value, including blank, then 9,999,999.99 will be used as the maximum covered
compensation gross. The maximum covered compensation gross will continue to be
stored in the linkage to module PPGRSPAR.
Code will also be added to move the employee's Academic Programmatic Unit Code
(EDB 0660) to the PAR file record.

PPP400
This program will be modified to determine employee's covered compensation limit
by retrieving the covered compensation limit code value (EDB 0236) from the EDB
and the appropriate system parameter from the CTL as described in program PPP390.
If the retirement gross is greater than the covered
compensation limit, then the Retirement System Code (EDB 0122) will be changed to
its equivalent numeric value (e.g. 'U' will change to '1').

PPP465
This program will be modified to delete reference to PPPV465D and replace it with
PPPZVEUD, a full table view of the EUD.

PPP591
This program will be modified to include the new covered compensation limit and
covered compensation tolerance level. Before determining whether an employee is
approaching the covered compensation limit, the employee's CCL code must be
examined to determine which CCL tolerance amount should be compared to the
employee's Fiscal Year-to-Date Retirement Gross. If the CCL is 'G' then the value
in System Parameter 24 is used as the tolerance; if 'N', then System Parameter
68 is used. In addition the CCL Code will be displayed on the reports. The
reports will be reformatted as shown in Attachment F and the report will be
sorted by the CCL codes. Those employees who have a blank CCL code will not be
included in the reports.

PPP851
This program will be modified to delete all the records in the DB2 APU table,
then read all the records in the VSAM APU table and write them to the DB2 APU
table. The total APU rows written to the APU Table will be displayed on the
PPP8511 Report.
PPRCOPT1
This program will be modified to determine what the employee's covered compensation limit is by retrieving the covered compensation limit code value (EDB 0236) from the EDB. If the value is 'G', the value in system parameter 23 will be retrieved, multiplied by 100 and used as the maximum covered compensation gross. If the value is 'N', then the value of system parameter 67 will be used in the same way to determine the maximum covered compensation gross. If there is any other value, including blank, then $9,999,999.99 will be used as the maximum covered compensation gross. The maximum covered compensation gross will continue to be stored in the linkage to module PPRCGRSS.

PPRCOPT2
This program will be modified to determine what the employee's covered compensation limit in the same way that PPRCOPT1 will be modified. See above.

PPWEPER
This program will be modified to allow for entry of the Academic Programmatic Unit Code (EDB 0660).

PPWERET
This program will be modified to allow for entry of the Covered Compensation Limit Code (EDB 0236).

PPWGEN
This program will be modified to display the Academic Programmatic Unit Code (EDB 0660).

PPWIRET
This program will be modified to display the Covered Compensation Limit Code (EDB 0236).

PPWIRTR
This program will be modified to display the Covered Compensation Limit Code (EDB 0326).
MAPS

PPEPER0
This map will be modified to include the Academic Programmatic Unit Code (EDB 0660).

PPPERETO
This map will be modified to include the Covered Compensation Limit Code (EDB 0236).

PPIGENO
This map will be modified to include the Academic Programmatic Unit Code (EDB 0660).

PPIRETO
This map will be modified to include the Covered Compensation Limit Code (EDB 0236).

PPIRITRO
This map will be modified to include the Covered Compensation Limit Code (EDB 0236).
Control Table Updates

Academic Programmatic Unit Table

This table will be populated by the individual campuses. There are no Base System standard codes. Campuses which have no need of any new medical compensation scales will not be required to make entries to the table. However, all campuses must include an APU delimiter record. A transaction to enter the delimiter record will be sent with the release.

Data Element Table

The following data element entries will be added.

D.E. # 0660  Academic Programmatic Unit Code
D.E. # 0236  UCRP Covered Compensation Limit

Data Element To Screen Table

The addition of the following data element entries will be made.

D.E. # 0660 - EPER
D.E. # 0236 - ERET

System Messages Table

Appropriate error messages will be modified or added for issuance by programs PPEC101 and PPEC715.

System Parameter Table

The following new systems parameters will be added.

#67 FYTD New Retirement Maximum - value 1500.0000
#68 FYTD New Retirement Tolerance - value 19000.0000
EDB Entry/Update 08/05/94 13:36:52
08/03/94 10:53:35 Retirement Information Userid: PAYMITS
ID: 000050020 Name: ABSEN,MARCUS SSN: 555-55-5020 Pri Pay: MO
Retirement System Code: U FICA Eligibility Code: E
Covered Comp Limit Cd: G DepCare Amount:
DCP Plan Code: S

Voluntary Contribution
Deduction Num Description Amount/Percent Effective Date
030 UCRS-BOND 110.00 010193

Next Func: ID: Name: SSN:

PF: 1-Help 3-PrevMenu 4-Print 5-Update
PF: 9-Jump 12-Exit

Attachment A
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**Next Func:**  
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Name:  
SSN:  

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**PF:**  
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2-Browse  
3-PrevMenu  
4-Print  
9-MainMenu  
12-Exit
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Next Func:  ID:  Name:  SSN:

`===>`

PF: 1-Help  2-Browse  3-PrevMenu  4-Print
PF: 9-MainMenu  12-Exit
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APPROVED BY: ____________________ DATE: ________

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