

# UNIVERSITY OF CALIFORNIA

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SENIOR VICE PRESIDENT —  
BUSINESS AND FINANCE

OFFICE OF THE PRESIDENT  
300 Lakeside Drive  
Oakland, California 94612-3550

June 18, 1996

CHESTER FERGUSON  
MABEL LAI  
BOB MERRYMAN  
XUAN MY HO

CAROLINE RIDER  
JUDY SIMS  
BARBARA VANDEN BORRE

Re:	Release:	1069
	Reference Release:	1065
	Service Request:	12821
	Error Reports:	None
	Programs:	None
	DB2 Programs:	PPO1069A, PPO1069B, PPO1069C
	CICS Programs:	None
	Copymembers:	None
	Include Members:	PPPVZWRA
	DDL Members:	IXWRA00C, PPPVZWRA, TBWRA00C, TSWRA00C
	Bind Members:	PPO1069A, PPO1069B, PPO1069C
	CICS Maps:	None
	Forms:	None
	Table Updates:	None
	Urgency:	Urgent

## **Service Request 12821**

Service Request 12821 asked that a Payroll/Personnel System process be developed to support a decision by an Administrative Law Judge requiring the University to pay retroactive range, merit and incentive awards to exclusively represented members of the Technical bargaining unit represented by UPTE (University Professional and Technical Employees). The process must also be able to pay interest on the moneys based on when the employee should have received the original payment.

Existing processes could be used to perform some of the work, such as the retroactive range adjustment process and retroactive merits where the merit adjustment did not overlap with the range adjustment. A change was required where the retroactive merit overlapped with the range adjustments. It is necessary to perform the pay rate matching to the original Payroll Audit record (PAR) distributions, but to calculate the adjustment amount solely on the merit portion. Modifications to perform this part of the process were issued in Release 1065.

A second requirement of SR 12821 was that simple interest be calculated for all retroactive payments. Transactions will be created for both retroactive amounts and the calculated interest created, and this will serve as input to Compute processing. Given the possible number of transactions per employee, and Compute limitations of 99 transactions per employee in a

single Compute, it was requested that the transactions be consolidated where necessary. Interest transactions will be combined by Employee ID, Title Code, DOS Code and FAU. For employees that have more than 99 transactions, the retroactive amounts will also be combined by Employee ID, Title Code, DOS Code, FAU and Payment Rate Type. This combination does not necessarily guarantee that all transaction counts per employee will be under 99; warning messages are issued for all employee exceeding the 99 count so that local action can be taken. The modifications required for these processes are the content of this release.

An addendum to Service Request 12821 requested that a new data element be established to identify interest amounts paid to TX employees. This data will be identified separately in Box 14 of the W-2 form. Given the one-time nature of the interest payments, it was decided to use an existing data element which is not currently being used. Data Element 5504 (currently YTD NDIP Gross ) should be coded in the first Dollar Balance field of the LTX DOS Code. All LTX interest payments will be recorded in the YTD\_NDIP\_GROSS column of the PPPPCM table.

## **DB2 Programs**

### **PPO1069A**

PPO1069A is a one-time program which reads the five retroactive payment files created by the Retro Range, three Retro Merit, and retro Incentive Award processes. It inserts a row in a DB2 work table (PPPWRA) for each transaction read. It constructs a key from each transaction consisting of the Employee ID, Pay Period End Date (PPED), a file ID identifying from which of the retro files the transaction came, and an incremented sequence number. An image of the original transaction is retained as a column in the row. A Federal Fund flag is set for those transactions with a Fund that falls within the Federal Fund Range defined in copymember CPWSXIC5. Several other fields, such as FAU, are also retained as separate columns in aid of further processing. The files can be loaded individually as they are ready, or all at once. Files can be reloaded, individually or as a group, as often as necessary.

### **PPO1069B**

PPO1069B is a one-time program that reads each row of the table loaded by PPO1069A and calculates the amount of interest that is owed for each transaction. In order to calculate the interest two dates must be known for each transaction. The first date is when the payment would have been paid if the payment had not been withheld. This date is either the PPED of the transaction, or the date the campus community received the first retro payment, whichever is latest. For example, the Retro Range might have been effective back to 10/01/94, however the rest of the campus received the first lump sum retro payment several months later. That later date marks the earliest date from which interest must be paid. For later months' activity, the PPED marks the date from which interest must be paid for that amount. There are different lump sum dates for each of the three possible pay cycles (monthly, semi-monthly and bi-weekly) for each of the five retroactive payment files. These dates must be locally coded and read into PPO1069B. If an entry is missing for a file and pay cycle, interest cannot be calculated and messages will be issued. Additionally, the Run Specification Record contains a payment date, i.e. the date on which these payments will be made to the employees. This date marks the end date of interest calculation. The amount owed is first calculated from the rate/time or amount/percentage. Then the number of days for which interest is owed on that amount is calculated. The simple interest rate is 10%; this has been calculated as a daily rate of .000274. The amount times the interest rate times the number of days results in the owed interest for that transaction. The amount, number of days and interest amount are updated on the row on the PPPWRA table.

This job can be run repeatedly. It must be rerun if PPO1069A reloads a file. If the expected pay date changes, it must be run with the new date in order to correctly calculate the owed interest.

### **PPO1069C**

Chester Ferguson, et al

Page 3

June 18, 1996

PPO1069C reads the table loaded by PPO1069A and updated by PPO1069B, and creates the final transaction file which will be processed by the Compute that pays all retro payments and interest.

For each employee, first the interest payments are combined by Employee ID, Title Code, DOS Code and FAU. A single output transaction, using a special LTX DOS Code, is written for each combination. If the original FAU was Federal Funds the interest for all such FAU's is combined into a single transaction.

If the transaction count for an employee, including the interest transactions, will be less than 99, then the original transaction images stored on each row are written to the output transaction file. If the count will be greater than 99 then the transactions are combined by Employee ID, Title Code, DOS Code, FAU and payment type.

Two reports, Employee Interest by Detail and Interest Summary by Fund Source are created.

### **Includes**

#### **PPPVZWRA**

PPPVZWRA is a one-time Include member which defines the working storage for PPPWRA rows and declares the table view used by the one-time programs. This Include member is only for use in this retro TX process, and will be obsolete upon completion of this process.

### **DDL members**

#### **IXWRA00C**

IXWRA00C defines the index for the PPPWRA table. This DDL member is only for use in this retro TX process, and will be obsolete upon completion of this process.

#### **PPPVZWRA**

PPPVZWRA defines a whole table view of the PPPWRA table. This DDL member is only for use in this retro TX process, and will be obsolete upon completion of this process.

#### **TBWRA00C**

TBWRA00C defines the PPPWRA table. This DDL member is only for use in this retro TX process, and will be obsolete upon completion of this process.

#### **TSWRA00C**

TSWRA00C defines the PPPWRA tablespace. This DDL member is only for use in this retro TX process, and will be obsolete upon completion of this process.

### **Bind members**

#### **PPO1069A**

PPO1069A is the Plan bind for one-time program PPO1069A.

Chester Ferguson, et al

Page 4

June 18, 1996

PPO1069B

PPO1069B is the Plan bind for one-time program PPO1069B.

PPO1069C

PPO1069A is the Plan bind for one-time program PPO1069C.

**Test Plan**

A complete test plan is included with the release. Campuses are encouraged to use the base system test materials, as well as augmenting them with any desired local tests.

**Installation Instructions**

A separate set of Installation Instructions is included with the release.

**Timing of Installation**

The installation of this release is Urgent. In order to allow campus Payroll offices to complete all the retroactive processes required by this court ruling, this release should be tested and installed as soon as possible.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

If there are any questions, please send electronic mail to [Phil.Thompson@ucop.edu](mailto:Phil.Thompson@ucop.edu), or call at (510) 987-0468.

Phillip Thompson

cc: Alice Aznar  
Lou Browdy  
Dennis Clouse  
Jim Dolgonas  
Shelley Dommer  
Jon Good  
Linda Honzik  
Kathleen Keller  
John Morehead  
Michael O'Neill  
Doug Patten  
Sadie Ringgold  
Carol Shinker  
Debbie Tran  
Jerry Wilcox