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Re: Release: 1294
Service Request: 17192, 17288
Error Reports: None
Programs: PPBENCHG, PPBENFET, PPBENUPD, PPBENUTW, PPBENUT2, PPEG201, PPEM003, PPEM201, PPNETCLC, PPNETTED, PPNETDPT, PPNETPRE, PPNETSMB, PPNETSUS, PPO1294, PPP010, PPP400, PPP762, PPRCSRSS, PPRCNET
Copymembers: CPLNKNET, CPWSBUF, CPWSDOST, CPWSRBEN, CPWSUGTN, CPWSXIC2
Include Members: PPPVBEN1, PPPVBEN2, PPPVZBEN
DDL Members: PPPVBEN1, PPPVBEN2, PPPVZBEN, TBBEN00C, TBBEN14A
Bind Members: PPEG201, PPP080, PPP120, PPP130, PPP400, PPP762
CICS Maps: None
Forms: UPAY896
Table Updates: Data Element Table, System Messages Table, Bargaining Unit Table, Processing Group Table, Routine Definition Table, Gross-to-Net Table
Urgency: Date-Mandated (See Timing of Installation)

Service Request 17192

Service Request 17192 defines the requirements for a permanent Agency Fee process that is intended to replace the temporary process performed by program PPP761 issued by Release 1266. As defined in Service Request 17192, the permanent Agency Fee implementation will be integrated with standard PPS processes rather than the stand alone process associated with Release 1266. As part of Release 1288 (unified reporting process), the PPPBUF table was joined to the Bargaining Unit Table as the first step in providing this permanent Agency Fee process.

In this current release, program PPP761, which previously performed enrollment/de-enrollment functions, is made obsolete. Instead, the normal enrollment and de-enrollment in Agency Fee (or Charity) deductions will occur in standard EDB update and maintenance processes. In addition to the enrollment process, this release contains modifications to the Payroll Compute process to exploit PPPBUF table attributes added with Release 1288.

The following represents a synopsis of the functional changes contained in this release.

1. When explicit EDB maintenance causes any of the following EDB elements to change, the employee’s record is examined so that he/she may be immediately enrolled in the associated Agency Fee deduction if new eligibility is indicated:
   - Employee Relations Code
   - Title Code
   - Appointment Representation Code
   - Appointment Begin or End Date
This process is essentially one of Agency Fee enrollment only. When the explicit changes cause new ineligibility, de-enrollment must not occur until all Pay Cycles in the month have been processed. Therefore, when one of the above elements have changed, an indicator is set on the employee’s record which will trigger Monthly EDB Maintenance to re-evaluate the employee for both enrollment and de-enrollment of Agency Fee related deductions.

2. When a PPPBUF identified UDUE or Charity GTN is explicitly updated (either enrolled or de-enrolled), the employee’s record will be examined and the associated Agency Fee GTN will be deleted (when UDUE or Charity enrollment has occurred) or added (when UDUE or Charity de-enrollment has occurred).

3. Currently, most UDUE and Agency Fee deductions specify Calculation “15” on their GTN Table entry and utilize Declining Balances for monthly cap enforcement. However, due to possible mid-month enrollment changes between UDUE and Agency Fee deductions for the same unit and with variances between these deductions in both the deduction rate and maximum cap amount, Declining Balances can no longer be supported for these GTN entries. Instead, the GTN User Balance will be set to zero at the beginning of each month and will subsequently be used by the Compute process to maintain a running balance of the deduction paid during the month. In this manner, the “User” Balance will be examined so that the total paid does not exceed the cap. This new mechanism will allow that whenever an employee changes coverage from Agency Fee to UDUE (or vice versa), the User balance of the de-enrolled deduction is automatically carried over to the newly enrolled PPPBUF associated deduction. Thus, for any one unit, the User Balance follows the enrollment/de-enrollment process and, in essence, becomes the amount paid so far in the month for the unit as a whole. As a result of this new process, each time the employee is paid and the deduction is taken, the monthly cap amount is re-developed and, therefore, reflects the most current status of various CTL tables calculation values.

4. During EDB Monthly Maintenance, all User Balances associated with GTN Calculation “15” entries will be set to zero. Additionally, all Agency Fee and Charity GTN eligibility will be re-evaluated if an appointment has expired in the previous month or will become active during the current month or explicit maintenance during the prior month has caused the employee’s record to be flagged for re-evaluation.

5. The PPPBUF table allows directed “unit” pay based deduction calculations but only for GTN entries which indicate Calculation “15”. That is, if the PPPBUF indicates “unit” pay, the Calculation 15 routine will develop the Unit Base Amount (may be in dollars or hours) of the PPPBUF identified unit in association with the deduction’s GTN Base code and Usage Code. Note that if the GTN Usage Code indicates a “fixed” deduction amount (Usage Codes “F”, “B”, or “1”) and PPPBUF entry indicates “unit” based, the deduction will not be taken unless the employee has received pay in the unit during that Pay Cycle.

6. When Calculation “15” is specified on the GTN Table and the associated Multi-Link code of the PPPBUF Table is non-blank, the “total” User Balance of all linked UDUE, Agency Fee and Charity units will be applied to the cap (i.e., maximum) test routine used to restrict the deduction. Therefore, the total monthly deductions of all the related units will be applied against the maximum monthly cap defined for the linked units.

7. In the former Declining Balance construct related to Calculation 15 GTN calculations, One-time Deductions were applied against the deduction’s Declining Balance. Thus, a One-time Deduction entered on the first Pay Cycle of the month actually reduced the normal deduction taken in the second Pay Cycle of the month. Therefore, additional adjustments were often required. In the revised process, only the current deduction will be applied to the User Balance. Thus, One-time Deductions (and Refunds) will always be treated as adjustments for prior periods and will never affect the current month’s deduction derivation.

Refer to the Detail Design for a more complete description of enrollment and calculation considerations.

**Service Request 17288**

Service Request 17288 requires that PPS be modified to calculate all UPTE (HX, TX, RX) unit associated fees and cap determination on earnings within the unit. The modifications necessary for these requirements have been built in the PPPBUF directed structure identified, above, for Service Request 17192.
Programs

PPBENCHG, PPBENFET, PPBENUPD, PPBENUTW, PPBENUT2

These programs are a standard part of the EDB Fetch/Update complex for the PPPBEN table. They have been modified to process the new Agency Fee Monthly Maintenance Flag column.

PPEG201

New module PPEG201 is called based on GTN Con-edit Trigger 201 (explicit maintenance for union related deductions) or GTN Con-edit Trigger 202 (Employee Relations Code or related appointment updates). PPEC201 will perform both Agency Fee related consistency edits and implied maintenance functions.

PPEM003

Module PPEM003 is executed during EDB Monthly Maintenance in order to purge expired Appointments. It has been modified to set the Agency Fee MM Flag when an appointment has expired in the previous month or will become active in the current month.

PPEM201

New module PPEM201 is called unconditionally during Monthly Maintenance after all collective bargaining attributes have been derived. PPEM201 will set to zero all User Balances associated with Calculation "15" GTN in order to start the beginning of the month for cap (maximum) processing. When necessitated, PPEM201 will also re-evaluate Agency Fee eligibility and perform the appropriate enrollments and de-enrollments.

PPNETCLC

PPNETCLC is called to perform special calculations by the Gross-to-Net and Rush Check processes. The routines to handle GTN Calculation 15 (UDUE and Agency Fee related) deductions have been replaced to conform to new calculation attributes developed by PPP400 for the Agency Fee process.

PPNETDED

PPNETDED has been modified with the addition of cap (maximum) processing for Calculation 15 deduction entries.

PPNETDTK

A new routine has been added to module PPNETDTK in order to post the “current” Calculation 15 deduction to the GTN User Balance.

PPNETPDT, PPNETPRE, PPNETSMC, PPNETSUS

These Payroll Compute modules have been modified with the removal of Declining Balance associations with Calculation 15 type deductions.

PPP010

PPP010 is used to update the VSAM Control Table. A GTN Table consistency edit has been added so that when a Calculation 15 deduction is indicated, neither a Declining Balance nor a User Balance may be specified.
PPP400

Program PPP400 has been modified with the implementation of Agency Fee processing:

A. For Calculation 15 deductions, “unit” based gross/hours development will occur during the normal deduction calculation based on PPPBUF table attributes.
B. Calculation 15 deductions will no longer use Declining Balance processing. Instead, the GTN User Balance will accrue the monthly deduction taken and the Cap will be re-derived on each Pay Cycle paid.
C. The Cap for Calculation 15 deductions will be spread among all Linked Units (PPPBUF Table).

PPP762

Program PPP762 (new) is to be run on an ad hoc basis whenever a unit has elected to start collecting an Agency Fee deduction during mid-month. That is, when a new Agency Fee GTN has been added to the PPPBUF table and a mid-month startup collection is desired, PPP762 will enroll all eligible employees.

Note that when an Agency Fee collection is to be implemented on a monthly boundary, all eligible employees will be enrolled automatically during EDB monthly maintenance, therefore it is unnecessary to run PPP762. Refer to Detail Design and Installation Instructions.

PPRCGRSS

PPRCGRSS performs gross pay development functions for the Rush Check process. It has been modified to access the Title Code Table for assignment of the earnings Title Unit Code.

PPRCNET

PPRCNET is a driver program in the Rush Check process. It performs functions similar to PPP400 and like PPP400, it calls various PPNET* modules for deduction processing. All modifications made to PPP400 for the Agency Fee processing are mirrored in the changes made to PPRCNET.

PPOT1294

This one-time program will remove any specified Declining Balance and User Balance attribute indicators from all GTN entries which specify Calculation Routine “15”. Also refer to Installations.

Copymembers

CPLNKNET

Work fields associated with Calculation 15 have been added to CPLNKNET. This copymember serves as the linkage area between PPP400/PPRCNET and the various PPNET* modules.

CPWSBUFT

This new copymember serves as the Working Storage array definition of the PPPBUF Table.

CPWSDOST
CPWSDOST provides a linkage array definition of the DOS Table. The Subject Gross Indicators have been redefined for individual use.

**CPWSRBEN**

This copymember provides a full Working Storage view of the PPPBEN Table. The Agency Fee Monthly Maintenance indicator has been added.

**CPWSUGTN**

This new copymember provides a work pad array for PPPBUF Table GTN entries.

**CPWSXIC2**

CPWSXIC2 contains campus specific Payroll constants. It has been modified with the addition of 88 levels for CNA union GTN values (UDUE, Agency Fee, and Charity).

**Include Members**

PPPVBEN1, PPPVBEN2, PPPVZBEN

These Include members contain COBOL definitions and DB2 columns for the whole table view of the PPPBEN table. The Agency Fee Monthly Maintenance indicator has been added.

**DDL Members**

**TBBEN00C**

This DDL member contains DDL statements for creating the table PPPBEN. The Agency Fee Monthly Maintenance indicator has been added.

**TBBEN14A**

This DDL member contains DDL statements for altering the table PPPBEN to add the Agency Fee Monthly Maintenance column.

**PPPVBEN1, PPPVBEN2, PPPVZBEN**

These DDL members contain DDL statements for creating the whole table view of the PPPBEN Table. The Agency Fee Monthly Maintenance indicator has been added.

**Bind Members**

**PPEG201**

This is the package bind statement for EDB update module PPEG201.

**PPP080, PPP120**

These bind statements have been modified with the addition of DBRM member PPEG201.

**PPP130**

This bind statement has been modified with the addition of DBRM member PPEM201.
PPP400

This bind statement has been modified with the addition of DBRM member PPDOSUT2.

PPP762

Bind statement for new program PP762.

Forms

UPAY896

New form, UPAY896, provides the Run Specification for ad hoc program PPP762.

Table Updates

System Message Table

New messages issued by PPP010, EDB Entry/Update, PPP400, and PPP762 have been added to the System Message Table.

The update transactions in release file CARDLIB (MSGPROD) and the completed facsimile form UPAY554 sent with this release are supplied for Production.

Routine Definition Table

New EDB update modules PPEG201 and PPEM201 have been added to the Routine Definition Table.

The update transactions in release file CARDLIB (RTDPROD) and the completed facsimile form UPAY804 sent with this release are supplied for Production.

Processing Group Table

New entries on the Processing Group Table (PGT) are required so that PPEG201 is executed in the appropriate order during the Consistency Edit and Update functions of the EDB File Maintenance process. Execution is based on:

- GTN Trigger 201 (UDUE, Agency Fee, and Charity deductions)
- GTN Trigger 202 (Employee Relations Code, Appointment Title Code, Appointment Representation Code, Appointment Begin and End Dates, and Appointment Without Salary code)
- System Action 02 (Re-hire).

Additionally, module PPEM201 is added to the PGT. Module PPEM201 will be executed unconditionally during Monthly Periodic Maintenance.

The update transactions in release file CARDLIB (PGTPROD) and the completed facsimile form UPAY803 sent with this release are supplied for Production.

Data Element Table

New EDB element, Agency Fee Monthly Maintenance Flag (DE 0239) is added to the PPPBEN Table.

Additionally, the following elements have been updated with the addition of GTN Trigger 202:

- Employee Relations Code (DE 0160)
- Appointment Title Code (DE 2006)
The update transactions in release file CARDLIB (DETPROD) and the completed facsimile form UPAY553 sent with this release are supplied for Production.

**Bargaining Unit Table**

The Agency Fee Information (i.e., PPPBUF) portion of the Bargaining Unit Table (BUT) requires update as follows:

- The UDUE Base and the Agency Fee Base of selected units will be updated to reflect “unit” only base gross development.
- The UPTE represented units (HX, RX, and TX) will be linked for Cap (monthly maximum) processing.

The update transactions in release file CARDLIB (BUFPROD) and the completed facsimile from UPAY565E sent with this release are supplied for Production.

**Gross-to-Net Table**

The function of “unit” only base gross development will only be active when the PPPBUF identified Gross-to-Net (GTN) Number (UDUE, Agency Fee, or Charity) indicates GTN Calculation “15”.

Therefore, all CUE unit (“CX”) related GTN Numbers should be updated to indicate Calculation 15. Additionally, all CNA unit (“NX”) related GTN Numbers should be updated to indicate Calculation 15 (rather than the current Calculation 18).

The update transactions in release file CARDLIB (GTNPROD) and the completed facsimile from UPAY545 sent with this release are supplied for Production. Note that local GTN Priority Numbers must be supplied.

**Test Plan**

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials, as well as performing any other desired local tests.

**Installation Instructions**

Installation Instructions are provided as a separate document.

**Timing of Installation**

The installation of this release is Date Mandated. This release must be installed into production after all Pay Cycles for July earnings have been completed. That is, this release must be installed on a monthly boundary such that release object installation should be in place for the EDB Monthly Maintenance process to begin August.

Please address questions or comments via electronic mail to Jim.Tuohig@ucop.edu or call (510) 987-0741.

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