PPS Changes to Support

Additional Values in the Grade Field
**Background and Overview**

Effective October 1, 1999, the Universitywide MSP Salary structure was modified to provide broader ranges and additional salary grades to more effectively meet organizational and compensation objectives. Currently the PPS program MSP grades extend through grade 7. The new structure allows for grades 8 and 9. As such, it is necessary to modify the acceptable values on the data element table to include these two new values and to amend the edits for senior management titles 0200-0799. In addition, policy changes have been made to include grades 1 through 4 for Personnel Program Code 2 for titles ‘0001-0199’ as such edits for those values must also be modified.

**Data Element Table Change**

Modify the acceptable values in the Salary Grade field (EDB 2008) for personnel program code ‘2’, titles 0200-0799 to allow input of 8 and 9 and modify acceptable values for titles 0001-0199 to allow values of 1, 2, 3 or 4.

**Current Edits**

Message 08-720 ‘Invalid Grade Value’ is issued in the following cases:

Personnel program Code is '2' and Title Code is '0200-0799' and grade is not 0, 1, 2, 3, 4, 5, 6, or 7 or blank

Personnel Program Code is ‘2’ and Title Code is ‘0001-0199’ and grade is NOT one of the following values: A,B,C,D,E

Personnel Program Code is '1' and Title Code is '4000-9999' and grade is not 0, 1, 2, 3, 4, 5, 6, or 7

**Modified Edits**

Personnel program Code is ‘2’ and Title Code is ‘0200-0799’ and grade is not 0, 1, 2, 3, 4, 5, 6, 7, 8, or 9

Personnel Program Code is ‘2’ and Title Code is ‘0001-0199’ and grade is NOT one of the following values: A,B,C,D,E, 1, 2, 3, 4