Service Request 17687

The University-wide MSP Salary structure was modified, effective October 1, 1999, to provide broader ranges and additional salary grades (EDB 2008) to more effectively meet organizational and compensation objectives.

Currently the MSP salary grades extend from 1 through 7. The new salary structure allows for salary grades ‘8’ and ‘9’. As such, it is necessary to modify the acceptable salary grades on the Data Element Table to include valid salary grades of ‘8’ and ‘9’ and to amend the edits for senior management titles ‘0200’ through ‘0799’. In addition, policy changes have been made to include salary grades ‘1’ through ‘4’ for Personnel Program Code ‘2’ in titles ‘0001’ through ‘0199’. Edits for those values must also be modified.

Differences from Requirements Definition

Further analysis of the requirements in the original service request has resulted in the following additional changes to the requirements.

- During testing of the changes required per Service Request 17687, message 08-231 ‘SR MGMT GRADE INVALID OR MISSING’ was issued from module PPEM116. It is noted that PPEM116 calls module PPEXECLF to verify whether employees with senior management titles are eligible for executive life insurance. The list of valid salary grades code are ‘A’, ‘B’, ‘C’, ‘D’, and ‘E’. With the addition of salary grades ‘1’, ‘2’, ‘3’, and ‘4’ in senior management titles, these employees in senior management titles are eligible to participate in Executive Life Insurance. Therefore, module
PPEXECLF has been modified to include the salary grades of ‘1’, ‘2’, ‘3’, and ‘4’ associated with senior management titles in the list of valid salary grades for executive life insurance eligibility.

Error Report 1739

Currently, modules PPEC002 and PPEI002 contain Salary Grade (EDB 2008) edits. Both of these modules are triggered when a change in value occurs on the Title Code (EDB 2006), Salary Grade (EDB 2008), and/or several other appointment-related data elements.

The paragraph, containing the Salary Grade edits, validates the Personnel Program Code/Title Code/Salary Grade combination. The problem is such that when an appointment’s Title Code is changed and the Salary Grade is unchanged, the paragraph containing the Salary Grade edits is not executed. For example, if the Salary Grade is ‘9’ (unchanged) and the Title Code is changed from ‘0790’ to ‘0010’, the Salary Grade edits should be executed and message 08-720 ‘INVALID GRADE VALUE’ with a severity level of ‘7’ (Employee Reject) should be issued. In this particular case, the update to the Title Code is allowed and no message is issued.

Programs

PPEC002, PPEI002

These modules have been modified such that the edits associated with valid Salary Grades (EDB 2008) for employees in Personnel Program Code of ‘2’, and titles 0001 through 0199 and titles 0200 through 0799 have been changed.

Salary Grades ‘8’ and ‘9’ have been added to the existing valid Salary Grades in the program Working Storage section for employees in Personnel Program Code of ‘2’ and titles 0200 through 0799. Messages 08-720 and 12-920 ‘Invalid grade value for this title code’ should not be issued when a salary grade ‘8’ or ‘9’ is entered for an employee in Personnel Program Code of ‘2’, and whose title is within the range of 0200 and 0799 inclusively.

Salary Grades ‘1’, ‘2’, ‘3’ and ‘4’ have been added to the existing valid Salary Grades in the program Working Storage section for employees in Personnel Program Code of ‘2’ and titles 0001 through 0199. Messages 08-720 and 12-920 ‘Invalid grade value for this title code’ should not be issued when a salary grade ‘1’, ‘2’, ‘3’ or ‘4’ is entered for an employee in Personnel Program Code of ‘2’, and whose title is within the range of 0100 and 0199 inclusively.

In addition, the modules have been modified such that when the Title Code is changed only and the Salary grade is unchanged, the paragraph containing the Salary Grade edits is executed to validate the Personnel Program Code/Title Code/Salary Grade combination.

PPEXECLF

Module PPEXECLF has been modified to include the salary grades of ‘1’, ‘2’, ‘3’, and ‘4’ in the list of valid salary grades for executive life insurance eligibility.

PPEXECSP


Data Dictionary Entry Update

The list of Salary Grades in Data Dictionary Entry 1122 has been changed. Salary Grades of ‘1’, ‘2’, ‘3’, and ‘4’ have been added to the list of Salary Grades.

Table Updates

System Messages Table
The existing message texts for 08-720 and 12-920 have been changed from ‘INVALID GRADE VALUE’ to ‘INVALID GRADE VALUE FOR THIS TITLE CODE’. The batch severity level of ‘3’ (Warning) for message 08-720 has been changed to ‘5’ (Transaction Reject). In addition, the batch and online severity levels of ‘3’ for equivalent message 12-920 have been changed to ‘5’ (Transaction Reject) and ‘7’ (Employee Reject) respectively.

The on-line severity level for message 12-231 ‘SR MGMT GRADE INVALID OR MISSING’ has been changed from a severity level of ‘4’ (Data Override) to ‘2’ (Implied Maintenance), similar to the on-line severity level for equivalent message 08-231.

Use the transactions in CARDLIB(MSGPROD), or key from the provided facsimile UPAY554 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

Data Element Table

New salary grades of ‘8’ and ‘9’ have been added to data element 2008. Salary Grades of ‘1’, ‘2’, ‘3’, and ‘4’ have been added to data element 1122.

Use the transactions in CARDLIB(DETPROD), or key from the provided facsimile UPAY553 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

Test Plan

A complete test plan is provided with this release.

Installation Instructions

1. Install the modified dual modules PPEC002, PPEI002, PPEXECLF, and PPEXECSP
2. DB2-precompile, compile and link the modified dual modules PPEC002, PPEI002, PPEXECLF, and PPEXECSP into the batch loadlib (LOADLIB) and on-line loadlib (OLOADLIB).
4. Bind Packages for PPEXECLF and PPEXECSP.
5. CICS HELP
   a) Import the modified CICS Data Dictionary Definitions from PAYDIST.R1348.HELPDDSE (Refer to sample JCL in PAYDIST.R1348.JCL(LOADDDSE)).
6. Perform the installation verification as described in the Test Plan.
7. Perform any desired additional campus testing.
8. Install modules PPEC002, PPEI002, PPEXECLF, and PPEXECSP in production.
9. Install Control Table (CTL) updates into production.

 Execute PPP010 to update the VSAM production System Messages Table and Data Element Table with the transactions supplied in the following release CARDLIB files.

- MSGPROD

 Use the transactions in CARDLIB(MSGPROD), or key from the provided facsimile UPAY554 form. The transactions may be used for both testing and production, with the approval of your campus Payroll Manager.
DETPROD

Use the transactions in CARDLIB(DETPROD), or key from the provided facsimile UPAY553 form. The transactions may be used for both testing and production, with the approval of your campus Payroll Manager.

Update the DB2 production tables by executing program PPP851 for Tables 06 and 08.

Timing of Installation

Installation of this release is not urgent. However, for those campuses with employees in Personnel Program Code ‘2’, and in titles 0001 through 0199 and titles 0200 through 0799, campuses cannot enter salary grades of ‘1’ through ‘4’ and ‘8’ through ‘9’ respectively until this release is installed into production.

If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu, or call (510) 987-0464.

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