Need for Additional Edits of the ‘Off/Above Scale’ field

Background
Currently in PPS, does not allow the entry of Off Scale (value = ‘O’) in the distribution level field unless there is an associated distribution-step value. Academic Advancement has asked that two additional edits be established for the Distribution ‘Off/Above Scale Indicator’ (EDB2050) field to improve consistency in establishment of academic salary rates, some of which are established as a single-rated salary, without the associated steps that most academic titles have. The two modifications that are required are:

1. Establish an edit to allow an off-scale indicator to be entered for Instructor titles for which there is only a single rate applicable and there is no associated step entered, but the salary rate for a specific employee may be ‘off-scale’.
2. Establish an edit to block an entry of ‘O’ in the ‘Off/Above Scale’ field for Librarian titles. Librarians have salary steps but are ineligible for ‘off-scale’ salaries.

The existing PPS edit:

If the personnel program code is ‘A’ (academic), the Off/Above Scale Indicator cannot be ‘O’ unless there is a valid value in the step field; and the Off/Above Scale Indicator cannot be ‘A’ (above) unless the step field is blank.

“08722 Empl Rej STEP INVALID FOR OFF/ABOVE INDICATOR AND PROGRAM LEVEL”

Requirement
The existing edit should be modified so that:

If the personnel program code is ‘A’, the off/above scale indicator cannot be ‘O’ unless there is a valid value in the step field,
OR,
If the personnel program code is ‘A’ and the associated title code is a title in the Instructor series, allow a value of ‘O’, even though there will not be a valid step value. Instructor series titles are identified by a value of ‘4’ in the Title Code Table field for ‘Rank’ TTL4000 or XTTL-ACADEMIC-RAN.
OR
If the personnel program is A, and the appointment title is in the Librarian series, do not allow an entry of ‘O’ into the Distribution Off/Above Scale field. Librarians can be identified by the Title Code table field for Class Title Outline (TTL3400) equal to 621
