Error Report 1961

It has been identified that occasionally, when vacation usage (DOS “VAC”) is reported, an inordinately high Health benefit is assigned to the PPP5302 VAC distribution entry. This results in an excess amount being charged to the Leave Reserve Account and credited back to the departmental FAU.

On examination, it was found that when a normal pay (e.g., “REG”) entry Gross amount was greater than the total current Monthly Gross, then, if a VAC entry is subsequently processed for this individual, the VAC entry was improperly assigned the full Monthly Health benefit charge (rather than a portion of the Monthly Benefit based on the relative amount of the VAC Gross and the total current Monthly Gross).

The probability of this error occurring was exacerbated with the implementation of the START program. It is most likely to occur when an employee receives only one positive amount pay distribution in the month along with one or more negative pay distributions followed by VAC usage entries. This problem is associated with message 52-062 (Flat Rated Benefit Proration Adjustment) but only if the message is issued because the Proration Percent exceeded 100% (i.e., this same message can be issued for other reasons). Additionally, the problem will only occur if the VAC entry is processed after the offending regular pay entry. Note that this problem is not restricted to the Health benefit; it may occur for any flat rated benefit (i.e., percentage rated benefits are excluded from the problem).

Programs

PPP520

The assessment of a Flat Rated benefit is calculated as the Monthly Benefit times the Proration Percent (i.e., the Proration Percent is the Earnings Gross divided by the total current Monthly Gross). If the Proration Percent exceeds 100% (or is less than negative 100%), the remaining uncharged benefit is charged to the earnings entry but only if
the sign of the remaining benefit and the earnings Gross are the same. Otherwise (i.e., one is positive and the other negative), the remaining benefit is held until an earnings is processed which has a like sign. If no like signed earnings are subsequently encountered, the remaining benefit will be assigned to the FAU associated with the “remaining benefit” program process (refer to Release1397).

Unfortunately, the VAC exceptions within this process assumed that the VAC entry itself exceeds 100% and thereby, improperly attempted to restrict the assigned benefit to the amount of the normal Monthly Benefit. In most cases, the assigned amount should have only been a fraction of the Monthly Benefit.

Program PPP520 has been modified so that the processing exceptions for VAC entries will test the VAC separately for a Proration Percent in excess of 100% and only then, limit the benefit assignment to the full Monthly Benefit amount. Otherwise, the VAC benefit amount assigned will be calculated as normal (i.e., Monthly Benefit times VAC Gross divided by the total Monthly Gross).

**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**

1. Install the release modified COBOL member PPP520.

2. DB2 pre-compile, compile and link program PPP520 into Batch LOADLIB.

3. Bind the plan for program PPP520.

4. Perform the installation testing.

5. Install release object in production.

**Timing of Installation**

The installation of this release is urgent in order to prevent excess departmental vacation relief at the expense of the Leave Reserve Account.

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

If there are any questions, please send electronic mail to Jim.Tuohig@ucop.edu, or call (510)987-0741.

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