Release 1924

Service Request 82820
Salary Cap Edit on Expense Transfers

Detail Design

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Introduction

Service Request 82820

Service Request 82820 asks that a process be developed to implement new edits to prevent the processing of expense transfers that exceed the cap.

Service Request 82820 includes the following background:

Various government agencies, including the National Institute of Health (NIH), have established guidelines that restrict charging payroll expenses at pay rates in excess of the Executive Level II of the Federal Executive Pay Scale.

Release 1647 implemented a front-end process to provide pay rate compliance within the EDB File Maintenance edit process. Most payments to individuals are based on these EDB normal pay attributes.

Release 1669 implemented a process that examines the actual earnings during the process month and reports warning conditions that indicate possible non-compliance with the stipulated cap guidelines. Modifications allowed Program PPP531 to read the DB2 PAR and screen these earnings for payments with FAUs that fall within the salary limitation categories identified on the Fund Group Table. When any of these restricted payments contain a warning condition, the employee’s earnings are included on the tab delimited “Salary Cap Error Reporting” output file.

Service Request 82820 proposes the development of a compliance process in the online expense transfer module and in batch processes that:

1. Blocks expense transfers that exceed the cap.
2. Blocks zero gross transfers to and from restricted funds.
3. Reports by-agreement expense transfers that do not exceed the cap.
4. Rejects by-agreement expense transfers that exceed the cap.

Overview of PPS Modifications

Expense Transfer Process

Payroll Expense Transfers are currently processed online through EDTS (for Single Expense Transfer) or EDTM (for Mass Expense Transfer). They can also be processed in batch by preparing TS/TM transactions. In both cases, program PPEXPTRN will validate the expense transfers and if valid, E1/E2/E3 transactions will be created in the PPPTHF table. Another way to process expense transfers in batch is to prepare E1/E2/E3 transactions (based on UPAY Form 646). These transactions are validated by PPP360 during the compute.

The proposed salary cap edit process will apply to all kinds of expense transfers (batch and online) described above. A dual use salary cap edit routine (PPETSCED) will be developed and will be called from PPEXPTRN (when processing TS/TM transactions) and PPP360 (when processing E1/E2/E3 transactions).
Programs

New and Modified Programs

PPETSCED (new)

PPPETSCED is a new dual use salary cap edit routine that will flag expense transfers involving restricted funds that exceed the salary cap limit set for the fund group. This program will use a new linkage copy member, CPLNETSC, to interface with the calling program.

This program will contain the following logic:

1. A cursor against the Assessment Rate Table (ART) will be opened and all entries with Benefit Assessment Type “CAP” will be read and stored in Assessment Rate Code/ Effective Date order. As each entry’s Annual Cap Amount is processed, the associated Monthly Rate Cap, 9/12 Monthly Rate Cap and 10/12 Monthly Rate Cap are derived and stored:
   - Monthly Rate Cap = ART Annual Rate / 12
   - 9/12 Monthly Rate Cap = Monthly Rate X 9 / 12
   - 10/12 Monthly Rate Cap = Monthly Rate X 10 / 12

2. The input FROM and TO FAU from the calling programs are passed to PPFAU018 routine to check whether the FROM and TO FAU are subject to Salary Cap limitations (Fund Group Table). If the FAU is restricted (subject to salary cap), the Fund Group Code is saved for later use. If both FROM and TO FAUs are unrestricted, no further processing is done (proceed to step 9).

3. If either the FROM or TO FAU is restricted, and the expense transfer amount is zero, the program flags the expense transfer as a zero gross transfer involving restricted funds and no further processing is done (proceed to step 9).

4. At this point, proceed to step 9 if either one of the following is true:
   - Transfer amount is negative and the FROM FAU is unrestricted
   - Transfer amount is positive and the TO FAU is unrestricted

5. Convert the PAR earnings pay rate to a monthly rate.
   - If pay rate is hourly,
     - If schedule code is biweekly, Monthly Rate = Pay Rate * 2080 / 12
     - If schedule code is not biweekly, Monthly Rate = Pay Rate * 174
   - If pay rate is not hourly (%),
     - If schedule code is biweekly, Monthly Rate = Pay Rate * 26 / 12
     - If schedule code is semi-monthly, Monthly Rate = Pay Rate * 2
     - If schedule code is monthly, Monthly Rate = Pay Rate

6. The Fund Group Code from step 2 and the input transaction date is used to search the ART table built in step 1 for the applicable table entry (containing the monthly rate cap, 9/12 rate cap and 10/12 rate cap).

7. The input Title Code is passed to PPTCTUTL to determine the Basis Paid Over. If 9/12, the 9/12 rate cap is used. If 10/12, the 10/12 rate cap is used. Otherwise, the monthly rate cap is used.

8. If the monthly rate from step 5 is greater than the rate cap from Step 7, the transfer is flagged as exceeding the salary cap.

9. Return to the calling program with the output values in the linkage copy member CPLNETSC.
PPEXPTRN

PPEXPTRN is the routine called from CICS or batch programs to edit Expense Transfer transactions (TS, TM, and TL) and create E1, E2, and E3 records using the details stored in the Transfer of Expense table PPPTOE.

PPEXPTRN program will be modified to invoke the salary cap edit routine (PPETSCED) for expense transfers through
1. CICS screens EDTS (Single Expense Transfer), EDTM (Multiple Expense Transfer).
2. Batch calls from the programs PPP350. PPEXPTRN is called with Single Expense Transfer (TS), Multiple Expense Transfer (TM).

PPP360

PPP360 and related modules act as the batch and online infrastructure for the editing of payroll compute transactions prior to placement on the THF (Transaction Holding File).

Program PPP360 will be changed to apply the salary cap edit on E1/E2/E3 transactions by calling the new salary cap edit routine, PPETSCED.

Copy Members

CPLNETSC (new)

CPLNETSC is a new copy member, which defines the linkage between program PPETSCED and PPEXPTRN / PPP360 modules.

It has an input area to accept From and To FAU, Transaction date of the expense transfer, Title Code, DOS, Earnings Rate Cycle, Rate Type, Rate, Transfer Amount and Sign, and the type of call.

It has an output area to send Return Code and a Failure Text if the Return Code is not zero, From and To Fund Group Code, Flags to indicate any of the following (Exceeds Salary Cap, By Agreement, Zero Gross).

CPWSXTOE (new)

CPWSXTOE is a new copy member, which defines the Working Storage layout of the PPPVTOE1_TOE view. This will be defined because the include member PPPVTOE1 associated with the PPPVTOE1_TOE view is already being used in program PPEXPTRN.

Bind Members

New and Modified Binds

PPETSCED (new)

This bind member will contain the package bind for PPETSCED.

PPP350

This bind member contains bind statements for plan PPP350.

PPETSCED and PPDOSUT2 will be added to the member list.
PPP360
This bind member contains bind statements for plan PPP360.
PPETSCED will be added to the member list.

PPP380
This bind member contains bind statements for plan PPP380.
PPETSCED and PPDOSUT2 will be added to the member list.

PPP450
This bind member contains bind statements for plan PPP450.
PPETSCED and PPDOSUT2 will be added to the member list.

Control Table Updates

System Messages Table
The following messages will be added to this table.

1. 35-076 (PAY RATE GREATER THAN ALLOWABLE CAP FOR FUND SOURCE.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
2. 35-077 (BY AGREEMENT DOS NOT ALLOWED WITH CAPPED FUND SOURCE.) – Severity Level of ‘3’ (Warning) for online and ‘3’ (Warning) for batch.
3. 35-078 (ZERO GROSS TRANSFER NOT ALLOWED WITH CAPPED FUND SOURCE.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
4. 35-079 (PPETSCED ERROR: CANNOT PROCEED WITH SALARY CAP EDIT.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
5. 36-432 (PAY RATE GREATER THAN ALLOWABLE CAP FOR FUND SOURCE.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
6. 36-433 (BY AGREEMENT DOS NOT ALLOWED WITH CAPPED FUND SOURCE.) – Severity Level of ‘3’ (Warning) for online and ‘3’ (Warning) for batch.
7. 36-434 (ZERO GROSS TRANSFER NOT ALLOWED WITH CAPPED FUND SOURCE.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
8. 36-435 (PPETSCED ERROR: CANNOT PROCEED WITH SALARY CAP EDIT.) – Severity Level of ‘5’ (Tran Reject) for online and ‘5’ (Tran Reject) for batch.
9. 36-940 (MODULE "PPETSCED" HAS RETURNED AN ABORT TYPE OF ERROR) – Severity Level of ‘9’ (See Systems) for batch.