

Created on: May 3, 2010
Last Modified on: May 27, 2010

SR82979 Requirements
Add PPS Separation Reason Code to CPS Interface

Objective:

Improve the quality of analysis and reports related to separations or turnover by making more granular separation reason data available.

Project Type:

PPS Enhancement requiring modification of the CPS Interface file.

Requested by:

Jennifer Damico-Murphy, Benefits Information Systems

Analyst:

Business analyst: Ken Smith, Benefits Information Systems

Requirements analyst:

Urgency:

Not Urgent.

Implementation Deadline:

Should be implemented at the same time as other modifications to CPS requested in SR 82806 (HSCP) and SR 82583 (IPEDS). "Go-live" should be coordinated with CPS SR 82980 (corresponding changes to CPS).

Background:

Recent requests for analysis of turnover within various UC employee populations have been difficult to complete because the separation reasons available in CPS have been rolled up into broad categories that in some instances combine both voluntary and involuntary separation types.

Current Process:

For each of the 44 separation reasons currently defined in PPS, one of 16 CPS Separation Reason Codes is derived by the Interface and passed on the interface file.

Proposed Process:

The derived CPS Separation Reason Code continues to be passed on the interface file as it is used by some downstream processes. In addition, the actual PPS Separation Reason Code (EDB 0141) is passed on the file with no translation.

System Requirements:

PPP711 should be modified to add PPS Separation Reason Code (EDB 0141) in position 559-560 as indicated on the layout in Appendix A. The field description in position 220-221 for the existing CPS Separation Reason Code should be changed to "Separation Reason Category".

Attachment A - Modification to interface file

Corporate Personnel System (CPS) PPP711				
Note: This record layout addresses changes to three different Service Requests				
SR82806 – (Health Sciences Compensation Data)				
SR82583 – (Race and Ethnicity Data Restructuring in Payroll)				
SR82979 – (Add Actual PPS Separation Reason Code to CPS Interface)				
Employee Record Layout				
Position	Length/ Format	Field Description	Data Element #	Comments
214-219	6 (yymmdd)	Separation Date	EDB0140	
220-221	2	Separation Reason Category		Derived value based on EDB0141
222-227	6 (yymmdd)	Leave of Absence Begin Date	EDB0137	
228-233	6 (yymmdd)	Leave of Absence Return Date	EDB0138	
234-235	2	Leave of Absence Type Code	EDB0139	
236	1	DCP Plan Code	EDB0129	
237-240	4	Sick Leave Used		Zero Filled
241-245	5	Sick Leave Hours Balance (Current)	EDB5186	
246	1	Retirement/FICA Derivation Indicator	EDB0238	
247-249	3	Vacation Used		Zero Filled
250-252	3	Vacation Leave Hours Balance (Current)	EDB5185	
253-256	4	Vacation Lost		Zero Filled
257-259	3	Compensation Time Used		Zero Filled
260-263	4	Compensatory Time Hours Balance (Current)	EDB5110	
264-268	5	Overtime Paid		Zero Filled
269-273	5	Overtime Worked		Zero Filled
274-279	6	Overtime Hours Worked YTD	EDB5103	
280	1	Month Pay Indicator-January	EDB0171	
281	1	Month Pay Indicator- February	EDB0172	
282	1	Month Pay Indicator-March	EDB0173	
283	1	Month Pay Indicator-April	EDB0174	
284	1	Month Pay Indicator-May	EDB0175	
285	1	Month Pay Indicator-June	EDB0176	
286	1	Month Pay Indicator-July	EDB0177	
287	1	Month Pay Indicator-August	EDB0178	
288	1	Month Pay Indicator- September	EDB0179	
289	1	Monthly Pay Indicator- October	EDB0180	
290	1	Monthly Pay Indicator- November	EDB0181	
291	1	Monthly Pay Indicator- December	EDB0182	

Corporate Personnel System (CPS) PPP711

Note: This record layout addresses changes to three different Service Requests

SR82806 – (Health Sciences Compensation Data)

SR82583 – (Race and Ethnicity Data Restructuring in Payroll)

SR82979 – (Add Actual PPS Separation Reason Code to CPS Interface)

Employee Record Layout

Position	Length/ Format	Field Description	Data Element #	Comments
526-531	6 (yyymmdd)	SLCG Effective Date	EDB0389	
532-533	2	Department Type Code	NEW	(Added by SR82806)
534-539	6	Academic Programmatic Unit Code	EDB0600	(Added by SR82806)
540	1	Patient Care Flag		If EDB0711 contains value "PCY" but not "PCN" then "Y" If EDB0711 contains value "PCN" but not "PCY" then "N" If EDB0711 contains both "PCY" and "PCN" then "?" Otherwise blank (Added by SR82806)
541-544	4	Degree 1	EDB0713	Alphabetically lowest employee honor in the set (AUD, BDS, DDS, DMD, DNP, DNS, DO, DPT, DPTS, DRPH, DSC, DVM, MBS, MD, MPH, MPT, MSN, ND, OD, PHAR, PHD, PSY, SMH) (Added by SR82806)
545-548	4	Degree 2	EDB0713	Alphabetically second lowest employee honor in the set (AUD, BDS, DDS, DMD, DNP, DNS, DO, DPT, DPTS, DRPH, DSC, DVM, MBS, MD, MPH, MPT, MSN, ND, OD, PHAR, PHD, PSY, SMH) (Added by SR82806)
549-552	4	Degree 3	EDB0713	Alphabetically third lowest employee honor in the set (AUD, BDS, DDS, DMD, DNP, DNS, DO, DPT, DPTS, DRPH, DSC, DVM, MBS, MD, MPH, MPT, MSN, ND, OD, PHAR, PHD, PSY, SMH) (Added by SR82806)
553	1	Hispanic Indicator	NEW	(Added by SR82583)
554-558	5	Races Indicators		Left justified concatenation of codes ("AXCFZ") for elements having "Y" in Racial Indicator fields in EDB (Added by SR82583)
559-560	2	Separation Reason Code	EDB0141	(Added by SR82979)
561-606	46	Filler		



UC HR/BENEFITS - INFORMATION SYSTEMS SUPPORT

SR82979

SERVICE REQUEST
UIRC 160ISS (R 01/00)

DATE 04/27/10	DATE/CYCLE DUE 06/30/10	ESTIMATE REQUIRED? <input type="checkbox"/> YES <input type="checkbox"/> NO
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PERSON AUTHORIZING REQUEST:	SYSTEMS CONTACT: Kenneth Smith
DEPARTMENT: HW PLN	RECHARGE NO.: 0755 118 0755
REQUESTOR: Jennifer Damico	SYSTEMS/FILES/PROGRAMS: PAYROLL

RETRIEVAL/SYSTEM MODIFICATION: (Description of Request)
Add Actual PPS Separation Reason Code to CPS Interface (PPS SR)

PRODUCTION RUN			
SYSTEM	EFFECTIVE DATE OF INFORMATION	TYPE OF RUN <input type="checkbox"/> RERUN <input type="checkbox"/> ADD'L	TYPE OF OUTPUT <input type="checkbox"/> REPORT <input type="checkbox"/> EXTRACT FILE <input type="checkbox"/> LABELS

RETRIEVAL/PRODUCTION RUN

DISTRIBUTION OF OUTPUT INSTRUCTIONS: (FOR RETRIEVAL REQUESTS, INCLUDE LONG TERM FILE RETENTION INSTRUCTIONS IF APPROPRIATE)

IR&C USE ONLY

R NR IM STAFF TO: RET CORP SYS M&O PAYROLL PRODUCTION CONTROL

DATE RECEIVED	REVISED DUE DATE	DATE COMPLETED	COMPLETED BY	COMPUTING TIME/CHARGES	STAFF TIME/CHARGES	BILLING NO.	JOB NAME
COMMENTS:							
ESTIMATE INFORMATION	COMPLETION DATE:	STAFF HOURS	ESTIMATED COSTS COMPUTING COSTS	ESTIMATED TOTAL COSTS			
		\$	\$	\$			

APPROVAL TO PROCEED BASED ON ESTIMATE		J. Damico Mgr BIS
	(SIGNATURE)	(NAME, TITLE, ADDRESS)