RITM0036811
ABBR Fixes

Technical Specification

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Information Technology Services
Office of the President
University of California
# Version History

<table>
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<tr>
<th>Version #</th>
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1 Introduction

The Annual Base Benefits Rate (ABBR) calculations should include changes that were identified after the 2014 ABBR modifications were released.

1.1 RITM0036811

RITM0036811 asks for modifications to PPS to account for the different work hours per year for firefighters and for the ‘cap gap’ DOS codes that are considered part of base salary.

2 Background

Releases 2096, 2100, and 2103 modified the calculation of the Annual Base Benefits Rate (ABBR) to more closely match the planned calculations for UCPath. A few additional modifications were identified after those releases were distributed.

3 Overview of System Modifications

3.1 EDB Maintenance

The ABBR calculation process needs to account for the different work hours per year for firefighters and for the ‘cap gap’ DOS codes that are considered part of base salary. The ABBR calculations are done in PPEI720 for online and batch EDB update and for Monthly Maintenance.

3.2 Annual Benefits Premium Audit

The annual benefits premium audit (PPP570) needs to account for the different work hours per year for firefighters and for the ‘cap gap’ DOS codes that are considered part of base salary.

4 Design Considerations

4.1 Assumptions and Dependencies

- Effort can be combined with SR100548 (PPS – add new academic pay period codes) because both will affect some of the same programs

5 Testing Considerations

Testing should address batch and online EDB update, monthly maintenance, and ADVC and BOTH modes of PPP570. Testing materials from the prior ABBR releases (2096, 2100, and 2103) can be used as a basis, with additional cases added for firefighters and ‘cap gap’ DOS codes.
6 Mainframe Design

6.1 EDB Maintenance

6.1.1 COBOL Programs

6.1.1.1 PPEI720
PPEI720 performs consistency edits and maintenance on insurance salary bases and the Medical Contribution Salary Bases (MCBs). Modifications: retrieve the PRM 043 for the standard work hours per year for firefighters; use the PRM 043 value instead of STD-HRS-PER-YEAR for annualizing pay rates for hourly-paid firefighters (RATE-CODE = ‘H’, APPT-SPCL-HNDLG = ‘F’); include a fix similar to the Option 2 fix recommended for PPP570 in the PAY-L note (12/18/2013, R2100: Supplemental Information) included as Appendix A.

6.2 Annual Benefits Premium Audit

6.2.1 COBOL Programs

6.2.1.1 PPP570
PPP570 calculates the salary bases of various insurance benefits and generates EDB update transactions (IE, DE, X1) to update the appropriate salary bases. Modifications: retrieve the PRM 043 for the standard work hours per year for firefighters; use the PRM 043 value instead of STD-HRS-PER-YEAR for annualizing pay rates for hourly-paid firefighters (RATE-CODE = ‘H’, APPT-SPCL-HNDLG = ‘F’); include the Option 2 fix recommended in the PAY-L note (12/18/2013, R2100: Supplemental Information) included as Appendix A.

7 Unit Testing Requirements

7.1 All Processes

See Section 5 (Testing Considerations).
Appendix A

Release 2100 included changes to PPP570 to calculate salary bases for HSCP employees in a way that accounted for the various components of pay that are currently set up as rate times percent time. The changes did not take into account the additional flat-amount DOS codes that are used to account for the difference between any salary caps that apply to pay rates and the employee’s expected salary. Similar salary cap issues can also apply to non-HSCP employees.

In order to include the flat amounts that are part of base salaries, campuses should choose one of the following options for including those DOS codes in PPP570 for the January 2014 BOTH run:

Option 1 – Hard-code the DOS codes:

```sql
IF (DOST-EARNINGS-TYPE(DOS-TBL-SS) = '<DOS1>' OR
    DOST-EARNINGS-TYPE(DOS-TBL-SS) = '<DOS2>' OR
    ...
    DOST-EARNINGS-TYPE(DOS-TBL-SS) = '<DOSN>')

    COMPUTE WS-ACCUM-REG-PAY = WS-ACCUM-REG-PAY +
    WS-ANNUALIZED-DIST-PAY

END-IF.

IF DOST-INS-BEN-IND (DOS-TBL-SS) = 'Y'
    IF (DOST-PAY-CATEGORY (DOS-TBL-SS) = 'N' AND
        DOST-HOURS-CODE (DOS-TBL-SS) = 'R')
    OR (DOST-PAY-CATEGORY (DOS-TBL-SS) = 'S' AND
        DOST-TIME-CD (DOS-TBL-SS) = '1')
    END-IF
    ADD DIST-PERCENT (DIST-SS, FLD-SS) TO WS-TOTAL-REGULAR-PER
    IF DOST-FCP-DOS (DOS-TBL-SS) NOT = 'HY'
    COMPUTE WS-ACCUM-REG-PAY = WS-ACCUM-REG-PAY +
    (WS-ANNUALIZED-DIST-PAY * DIST-PERCENT (DIST-SS, FLD-SS))
END-IF
END-IF.
```

Option 2 – generic fix that requires DOS code table updates to ensure that only the appropriate by-agreement DOS codes are selected:

```sql
IF DOST-INS-BEN-IND (DOS-TBL-SS) = 'Y'
    IF (DOST-PAY-CATEGORY (DOS-TBL-SS) = 'N' AND
        DOST-HOURS-CODE (DOS-TBL-SS) = 'R')
    OR (DOST-PAY-CATEGORY (DOS-TBL-SS) = 'S' AND
        DOST-TIME-CD (DOS-TBL-SS) = '1')
    END-IF
    ADD DIST-PERCENT (DIST-SS, FLD-SS) TO WS-TOTAL-REGULAR-PER
    IF DOST-FCP-DOS (DOS-TBL-SS) NOT = 'HY'
    COMPUTE WS-ACCUM-REG-PAY = WS-ACCUM-REG-PAY +
    (WS-ANNUALIZED-DIST-PAY * DIST-PERCENT (DIST-SS, FLD-SS))
END-IF
END-IF.

In order for Option 2 to work, campuses must ensure that only the DOS codes that are to be considered part of base salaries have the following attributes in the DOS code table:

- For regular rate times percent time pay:
  - Pay Category is N, Hours Code is R
Insurance Benefits Indicator is Y
CPS/FCP DOS code will most likely be one of the following: AV/regular pay, AM/leave with pay, AW/sabbatical in residence, AX/sabbatical not in residence, HR/HSCP regular, HD/HSCP base differential, HY/HSCP negotiated (HY included for FTE use only – salary is not counted)

- For by-agreement pay:
  - Pay Category is N, Hours Code is blank
  - Insurance Benefits Indicator is Y
  - CPS/FCP DOS code will most likely be one of the following: AV, AM, AW, AX, HR, HD

For all other DOS codes, the Insurance Benefits Indicator should be N.

Option 2 is the solution that will be included in PPP570 at a later date.

Please contact Caroline Rider (Caroline.Rider@ucop.edu) for any technical questions.