

March 3, 1997

MEMORANDUM

To: Dennis Stropes
From: W. David Wimberly
Copy: ISM-L
Tom Dorre
Subject: February Status Report

Supplemental Pay

During the first half of February I completed SUPP (the supplemental pay function), developed PADJ (the payroll adjustment function), and developed four lists. In support of SUPP I developed an *attribute* maintenance function, a *DOE* (MSA's deductions and other earnings code) maintenance function, a subprogram to default an employee's DOEs from MSA onto SUPP screen 2, and a display window to show the edits and defaults performed by SUPP for various compensation types. PADJ used many of these same components but was not complete since the required edits had not been defined. (I guessed at what was needed and then asked Becky and Jennifer to test it and update their documentation, which they have done.) The lists were:

- LSEC - List Supplemental pay for an Employee from a Compensation type,
- LSAD - List Supplemental pay for an Attribute on or before a Pay Date,
- LSPC - List Supplemental pay for a Payroll from a Compensation type, and
- LSBP - List Supplemental pay for a BU on or before Pay date.

Then, mid-month, when looking at the Black Box design and the Labor Distribution interface, some problems and new ideas arose. The result was a decision to make some major changes to the Supplemental Payroll file and the Labor Distribution file. The Supplemental Payroll file has now been renamed the Payroll Detail file and is envisioned to hold detail benefit, deduction, other earning and EIC data (termed BDOEs) by compensation type and adjustment type for an employee and pay date. This file structure is different, but can still retain the supplemental pay data we need. In supplemental pay, we are essentially forcing the BDOEs where as with other pay actions they are calculated by Payroll from associated benefit settings and tax calculations. If we desire, we could populate this data from MSA without waiting for a our BASIS payroll. Either way this can be one more piece of the new payroll upon which to build.

In addition to the BDOE structural changes on the Payroll Detail file, changes were also made to remove the repeating group used to store multiple pay date/amounts for a single supplemental pay request. Instead, a single request will now create multiple records so that each record is associated with a unique payroll. This will impact XPAY, the only place where multiple payments were possible.

Following these file changes:

- the DOE table was renamed and structurally altered to be the BDOE table,
- a *Calendar Year* was added to the PCAL table since it was recognized that in January we should permit adjustments to either the old or new calendar year (even though MSA doesn't),
- the internal compensation type table and validation routines were redone to allow for a variable number of hourly, overtime, student hourly, and work study compensation types, with each unique digit being defined by the *black box* and tying back to a unique pay source,

- SUPP and the four lists mentioned previously were revised to work with the new file, and
- a new list was developed using a new super-descriptor added to the file, LSCC - List Supplemental pay for a Calendar year, Compensation type, and adjustment type starting from a pay date.

Immediate plans are to look over *specs* provided regarding the MSA/Labor Distribution feed of data from supplemental pay, revise XPAY and PADJ to work with the new Payroll Detail file, and get back to designing the *black box*.

Labor

In looking at supplemental pay's payroll adjustments and considering plans for the black box, it was realized that multiple types of adjustments could be performed on one adjustment payroll and that the current Labor Distribution file could not differentiate between these. This led to the conclusion that Labor needs to have as a part of its *unique* key the Adjustment-Type that is used in Supplemental Payroll, currently defined as the SP-ADJ-TYPE. This will not only identify the specific type of adjustment, but also distinguish any other supplemental pay activity and address the need for flagging adjustments in Labor (rather than using otherwise duplicate compensation types). The bad news is that essentially all of Labor Distribution will require some form of modification. A new Labor Distribution file has been defined and programs written to convert Labor Distribution data, PD Target transactions, and the Retroactive Adjustment Log.

Two problems emerged during February that I addressed. The Fringe Benefit by Comp Type report started bombing again, this time because of a divide by zero (there were fringe benefits but no gross pay in a comp type due to weird adjustments), and PDs were not correctly validating the new gross amount when *copy* was used.

Purchasing/AP

I participated in meetings, discussions, and documentation reviews regarding the use tax parameters and maintenance function, disbursing, sources for AP data elements, POIT, and pending file changes.

Position Control

I participated in a meeting regarding the reason codes on PACT and two meetings regarding the April implementation.

Departmental Accounting

I participated in further discussions regarding the Accounting Detail file and made further modifications to the element definitions for this file. I also provided Financial Affairs data regarding the input format Labor Distribution uses to feed accounting via BCJ0050 (transactions feed directly to the *fund explosion*).

PREDICT

Regarding the problem accessing screen help text stored on Predict after migration to DEMO and PROD, the Software AG Denver support representative checked back with me and indicated the problem had been assigned to someone in Germany and that he hoped we would hear something soon. (Ha!)

General

POSTBOX

I received my postbox.uark.edu ID requested in October and switched my discussion lists subscriptions over to this ID. I now forward my SYSA mail to that ID as well so others don't have to change their address for me. The only problem I have is that the only approved way to change your password on this box is via Eudora, which I don't use. I really think our department should provide other means for doing this.

Other

I continue to provide consulting and assistance to both users and technical team members as requested.