University of Wisconsin System
Intro-to-EPM and Query Writing
COMPARISON OF INFO ACCESS and EPM DATAVIEWS

InfoAccess Data Views		EPM Data Views	Comments
UA_APPT_GENERAL One record for each **currently active** appointment. Contains general appt data.		UW_HR_CURJOB_VW The most recent row/record for each **currently active AND terminated** job. Contains HR data (same fields as in UW_HR_ALLJOB_VW).	How do you identify currently active jobs in PS_UW_HR_CURJOB_VW? - Field HR_STATUS = 'A' (active) or - Field EMPL_STATUS = 'A' (active), 'L' (leave of absence), or 'P' (paid leave)
UA_ALL_APTS_GEN General appointment information for all **past, present and future** appointments. If an appointment has multiple appointment departments, there is one record for each department. Contains general job data.		UW_HR_ALLJOB_VW Contains all job rows from HRS for past, present, and future jobs, and includes all HRS change rows. Includes HR job data (same fields as UW_HR_CURJOB_VW).	UA_ALL_APTS_GEN has only ONE record for each appointment except if the appointment has more than one appointment department, in which case, there is a separate record for each department. UA_ALL_APTS_GEN does NOT include a record for every data change associated with the appointment. UW_HR_ALLJOB_VW has only one department associated with each job, but it includes a record for every job data change. Over time, this view will contain many rows for each job. For example, there will be an action for each rate change, an action for each jobcode (title) change, etc. Each action generates another row/record in the HRS database and is included in this view. Using UW_HR_ALLJOB_VW requires a very good knowledge of personnel actions and action reasons, as well as the effective date and sequence number associated with each row/record. Also, because there are many rows associated with each job, query writers will usually want to select only the row that is in effect on the "as of date" of concern. Depending on the query software, this extra step may add complexity to queries.
UA_ALL_APTS_GEN General appointment information for all **past, present and future** appointments. If an appointment has multiple appointment departments, there is one record for each department. Contains general job data.		UW_COMB_APMT_VW Contains all rows/records from UW_HR_ALLJOB_VW (includes all HRS change history for past, present, and future HRS jobs) **as well as** one row/record per legacy appointment.	For legacy appointments that were converted to HRS, this dataview has one HRS job record that has the 2/10/11 (conversion) effective date, as well as one legacy record that has the real appointment effective date. Thus, this view appears to have 2 records for the same job/appt... Be careful when writing queries. Note: A request has been made to the EPM/Reporting Team to either change the UW_COMB_APMT_VW or create a different view that has only one record for each job/appt.

UA_APT_RATEHIST and UA_APT_TITL_HIST Rate history per appointment, and title history per appointment. Contains multiple records per appointment.	UW_HR_ALLJOB_VW See description above. This view includes ALL personnel actions for each job, including rate and jobcode (title) changes. *** view under construction *** UW_HIST_ACHG_VW This view is intended to contain legacy appointment-related changes for active and historical non-SH appointments where change occurred prior to HRS go-live. This view contains only legacy data, no post-go-live HRS data.	NOTE: Problems exist with this view. If possible, legacy data should be retrieved from InfoAccess, rather than EPM. In UW_HIST_ACHG_VW, get title history on rows with ACTIONNAME = TITLE. When the title changes, the change reason will be in field UW_ACTN_RSN_CD and the DESCR field will have the desription of the title change reason. In UW_HIST_ACHG_VW, get the rate history on rows with ACTIONNAME = BASERT. The amount in the COMPRATE field is the IADS appt base rate, but salary basis is not on the view . Find the rate changes on rows with ACTIONNAME = RTCHG, with the rate change reason in field UW_ACTN_RSN_CD, the description of the rate change reason in DESCR, and the rate change amount in field UW_RTE_CHG_AMT.
HR_DIRECTORY_ADMIN This data view includes addresses the employees have indicated they do not want released. There is a record for each UW System employee. This data view contains one row per PVI and Major Appointment Dept. HR_DIRECTORY_CAMPUS This view contains employee campus work address and email address. There is a record for each UW System employee.	UW_HR_ADRBUS_VW Current business address (address type BUSN) for the person. UW_HR_ADRHB_VW Current home and business address (address type BUSN) for the person. This is a sensitive view because it includes home address. UW_HR_NS_PER_VW Contains current non-sensitive person data from HRS, including non-sensitive address data (multiple address types). UW_HR_ADDRES_VW Contains sensitive address and non-sensitive address history from HRS.	The EPM data views listed here have address data for employees and Persons of Interest (POI). Both types of people are identified with an emplid. The first two address views have only one row per person. If you are interested in the current active address, it is easiest to use either the UW_HR_ADRBUS_VW view or the UW_HR_ADRHB_VW view. The last two data views will likely have multiple rows for one Emplid. Multiple rows exist because of multiple Name Types (PRI and PRF), Address Types (e.g. HOME, BUSN, MAIL, etc.), Phone Types (e.g. HOME, BUSN, CELL, etc.), and Email Address Types (e.g. HOME, BUSN, BSNO, etc.). Primary work addresses should be found on the rows where the type is "BUSN", but sometimes an employee may not have provided the data and the type value is "-", which means the address type is missing. Ideally, every person would have a row that has the Name Type of PRI (Primary), an Address Type of BUSN, a Phone Type of BUSN, and an Email Address Type of BUSN to provide the "official" work address, but a row like this may not exist for everyone. Be careful when trying to get the combination of work address, work phone and work email address for a person in a query using the UW_HR_NS_PER_VW or the UW_HR_ADDRES_VW. These data views have a '-' (dash) in fields where there is no value. For example, a person who does not have an email address will have a '-' in the email address type field as well as the email address field itself. It may be necessary to account for the '-' in your query in order to get the

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		Some data views with payroll information do NOT include the Pay Run ID (which is somewhat like a legacy Calc Number for the regular calcs). As of February 2012, Run ID has been added to UW_PY_PYINFO_VW and UW_PY_NS_PYI_VW, but it is still <u>not</u> included in the payroll tax and deduction views.
UA_PAYROLL_PAY_ALL UA_PAYROLL_PAY_campus All payments generated during the payroll calculation process. Includes Calc Number, Person ID, and Appointment ID	UW_PY_NS_PYI_VW (w/o funding) UW_PY_PYINFO_VW (w/o funding) UW_PY_ERNDST_VW (w/ funding) UW_PY_NS_ERD_VW (w/ funding) Earnings (payments) processed on a pay run. The earnings views with funding are comparable to the InfoAccess UA_PAYROLL_PAY views.	Includes payments for Empl ID and Job Record and Pay Period End Date. Payments that add to Gross Pay have funding only after a payroll confirm. Payroll data without funding is available during the week of a payroll confirm and can change each night as daily and nightly batch processes run in HRS. Job data in effect at the time the paryoll is processed is not saved on these views. Each payment includes the same Pay Check data. Payments include worked time, classified paid leave, paid furlough (auto reduction), and unpaid furlough (pay as you go, which does not add to total gross). Checks may be reversed, and then payments (along with the taxes and deductions) are negative amounts. The views with funding are also changed by Direct Retro processing.
UA_PAYROLL_DED_TAXES All tax deductions taken during the payroll calculation process. Includes Calc Number and Person ID	UW_PY_TAXDST_VW Federal and state taxes processed on a pay run. UW_PY_NS_TXD_VW	Tax deductions (federal and state withholding, FICA, Medicare) for Empl ID and Job Record and Pay Date. Includes Employer cost also. Employer cost funding added after payroll confirm.
UA_PAYROLL_DED_RETIREMENT UA_PAYROLL_DED_INSURANCE UA_PAYROLL_DED_MISC All deductions taken during the payroll calculation process for retirement, insurance premiums, and other deductions like TSA contributions and parking. Includes Calc Number and Person ID	UW_PY_DEDDST_VW UW_PY_NS_DDD_VW Benefit and miscellaneous deductions processed on a pay run.	WRS, benefit and general deductions that were processed on the payroll for Empl ID and Job Record and Pay Date. May or may not be taken from gross pay. Includes Employer costs if applicable. Employer cost fuding added after payroll confirm.
N/A	UW_PY_EMPDED_VW UW_BN_EMPENR_VW (current, future enrollment) UW_BN_EMPENA_VW (all enrollment chgs)	Miscellaneous deduction enrollments (e.g. Parking, SECC) Includes all benefits for which the employee is eligible and if enrolled in the benefit. Includes WRS retirement and TSA/deferred comp. (Legacy deduction and insurance enrollments shown in IDED/DDEN/UWBA)