

EPM RATE-RELATED FIELDS and “RIPPLE” RATE CHANGES

What are the EPM rate fields?

Pay period amount *	Annualized amount *
COMPRATE	UW_COMPRATE
UW_DV_RATE_PAY_PER	UW_DV_RATE_FT

* If hourly, all rate fields have the same value

USAGE recommendation:

- Queries that need the ending rate on a date (i.e., rate with highest EFFSEQ on an EFFDT) should use UW_COMPRATE or COMPRATE. These are indicated in green in example below.
- Queries that need each rate change that occurred on an EFFDT should use derived field UW_DV_RATE_FT or UW_DV_RATE_PAY_PER. These are indicated in yellow in example below.

ALLJOB EXAMPLE: Employee’s job had ONE rate change entered on 7/9/11, but it was backdated effective 5/1/11, prior to other rows that had effective dates later than 5/1/11. Thus, the system automatically inserts new rows with Action Reason “ripple” to reflect the new rate on those previously entered rows.

ALLJOB data example:

Empl Rcd	Effdt	Effseq	Action	Action Reason	Uw Actn Rsn Descr	Action Dt	Fte	Comprate	Comp Frequency	Change Amt	Uw Comprate	Uw Comp Frequency	Uw Change Amt	Uw Pay Basis	Uw Dv Rate Pay Per	Uw Dv Rate Ft	Uw Dv Rate Chg Amt	
1	0	02/10/11	0	HIR	999	[Undefined]	04/08/11	1	4,403.833333	M	0	52,846	A	0	A	4,403.833333	52,846	0
2	0	05/01/11	0	POS	001	Job Code Chg-Chg Dut	07/09/11	1	4,403.833333	M	0	52,846	A	0	A	4,403.833333	52,846	0
3	0	05/01/11	1	PAY	001	Change in Duties-Recl	07/09/11	1	5,166.666667	M	762.833334	62,000	A	9,154	A	5,166.666667	62,000	9,154
4	0	05/03/11	0	DTA	024	Change Expected Job I	05/03/11	1	4,403.833333	M	-762.833334	52,846	A	-9,154	A	5,166.666667	62,000	0
5	0	05/03/11	1	PAY	100	Ripple	07/09/11	1	5,166.666667	M	762.833334	62,000	A	9,154	A	5,166.666667	62,000	0
6	0	07/01/11	0	DTA	020	Encumbrance Date Up	07/02/11	1	4,403.833333	M	-762.833334	52,846	A	-9,154	A	5,166.666667	62,000	0
7	0	07/01/11	1	PAY	100	Ripple	07/09/11	1	5,166.666667	M	762.833334	62,000	A	9,154	A	5,166.666667	62,000	0
8	0	02/01/12	0	DTA	004	ICI Annual Change No	02/11/12	1	5,166.666667	M	0	62,000	A	0	A	5,166.666667	62,000	0

See A

See B

See C

See the EPM Data Dictionary for complete definitions, but in general...

A = These fields relate to the rate amount per pay period.

B = These fields relate to the annualized rate.

C = Derived fields are found only in EPM: pay period rate, full-time rate, and the rate change amount.

See step-by-step explanation on next page.

Step by step explanation of above backdated rate change (using rate field UW_COMPRATE, as identified in section B on previous page):

1. Three rows for Emplid and Empl_Rcd were entered:

Effdt	Effseq	Action/Reason	Action Date	UW Comprate	UW Change Amt	Explanation
02/10/11	0	HIR/999	4/8/11	52,846		Initial conversion row
05/03/11	0	DTA/024	5/3/11	52,846		Data change (no rate change)
07/01/11	0	DTA/020	7/2/11	52,846		Encumbrance data update (no rate change)

2. Then on 7/9/11 someone BACKDATED a rate and jobcode change effective on 5/1/11. First two rows were added:

Effdt	Effseq	Action/Reason	Action Date	UW Comprate	UW Change Amt	Explanation
05/01/11	0	POS/001	7/9/11	52,846		Job Code Chg
05/01/11	1	PAY/001	7/9/11	62,000	9,154	Change in Duties
05/03/11	0	DTA/024	5/3/11	52,846		Data change
07/01/11	0	DTA/020	7/2/11	52,846		Encumbrance data update

3. Because the rate change intent is for the new rate of 62,000 to carry forward to subsequent rows, Peoplesoft automatically adds rows with the next Effseq and Action/Reason of PAY/Ripple:

Effdt	Effseq	Action/Reason	Action Date	UW Comprate	UW Change Amt	Explanation
05/01/11	0	POS/001	7/9/11	52,846		Job Code Chg
05/01/11	1	PAY/001	7/9/11	62,000	9,154	Change in Duties
05/03/11	0	DTA/024	5/3/11	52,846		Data change
05/03/11	1	PAY/Ripple	7/9/11	62,000	9,154	Ripple (automatically inserted)
07/01/11	0	DTA/020	7/2/11	52,846		Encumbrance data update
07/01/11	1	PAY/Ripple	7/9/11	62,000	9,154	Ripple (automatically inserted)

4. Rate change amounts for the previously entered rows are calculated automatically by Peoplesoft:

Effdt	Effseq	Action/Reason	Action Date	UW Comprate	UW Change Amt	Explanation
05/01/11	0	POS/001	7/9/11	52,846		Job Code Chg
05/01/11	1	PAY/001	7/9/11	62,000	9,154	Change in Duties
05/03/11	0	DTA/024	5/3/11	52,846	-9,154	Data change
05/03/11	1	PAY/Ripple	7/9/11	62,000	9,154	Ripple (automatically inserted)
07/01/11	0	DTA/020	7/2/11	52,846	-9,154	Encumbrance data update
07/01/11	1	PAY/Ripple	7/9/11	62,000	9,154	Ripple (automatically inserted)

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