

UCPRIDAS monthly snapshot (IRAP materialized view)

Introduction

In the UCPRIDAS (systemwide copy of UCPath transactional database), RPT_PDM_IRAP is a materialized view in UCPRIDAS that combines job data with labor ledger data on a monthly basis based on Pay Month. For example, October 2022 can be distinguished by pay_month = '202210'. This materialized view is refreshed automatically every Sunday. It feeds the aggregated data to the systemwide employee dashboards (mentioned below) and to various internal and external reporting.

Headcount: Only primary job records, i.e., [JOB_INDICATOR] = P, are considered for the headcount. If there are multiple primary positions held in a given month, the highest pay amount, followed by the largest FTE, are used as tiebreakers. A small fraction of employees (0.03% in Oct 2022) may still have ties and show up more than once depending on the filter/aggregation selected in the dashboard. These employees are counted only once in the total systemwide headcount.

FTE: Actual worked base FTE (UC_DRV_EFT_PC) is summed at the employee level within business unit and capped at 1.0 for aggregation.

Data notes

1. Employees with no pay records are excluded from headcount and FTE.
2. The RPT_PDM_IRAP data are derived from the general ledger table. Hence, numbers may shift slightly due to upstream changes (e.g., general ledger writebacks, retro pays, funding source adjustments, etc.)
3. UCPath does not maintain history on demographics such as residency, race/ethnicity, and gender, so these variables are also subject to shifts.
4. Accurate information about the function and fund source remains unavailable as of July 2023.
5. Race/ethnicity is based on the federal reporting guidelines.
6. October 2022 employee headcount and FTE using this methodology are comparable to the (previously reported) October 2021 headcount and FTE using CPS.

Systemwide dashboards

- Employee headcount: <https://www.universityofcalifornia.edu/about-us/information-center/uc-employee-headcount>
- Employee FTE: <https://www.universityofcalifornia.edu/about-us/information-center/employee-fte>
- Workforce diversity: <https://www.universityofcalifornia.edu/about-us/information-center/uc-workforce-diversity>
- Annual wage reporting: <https://ucannualwage.ucop.edu/wage/>

Last updated: July 2023

SQL for RPT_PDM_IRAP

```
CREATE OR REPLACE FORCE EDITIONABLE VIEW "ODS_PDM"."RPT_PDM_IRAP" ("EMPLID", "EMPL_RCD",
"EMPL_BUS_UNIT", "EMPL_UNIT_CODE", "EMPLOYEE_NUMBER", "ACADEMIC_RANK_CODE",
"SERVICE_PERIOD", "APPT_PAY_RATE", "APPT_RATE_CODE", "EMPL_CLASS", "EMPL_CLASS_PRI",
"CITIZEN_STATUS_CODE", "CLASS_TTL_OUTL_CODE_APPT", "CLASS_TTL_OUTL_NAME_APPT",
"EARN_CODE", "CDOS_CODE", "CDOS_DESC", "PAY_TYPE", "PAY_AMT", "PAY_MONTH",
"DIVERSITY_ETHNIC_GROUP", "FUNCTION_CODE", "FUNCTION_NAME", "FUND_GROUP",
"FUND_CODE", "FISCAL_YEAR", "HOME_DEPARTMENT_CODE", "HOME_DEPARTMENT_NAME",
"LOCATION_1", "SETID", "ORG_1_CODE_LEVEL_1", "ORG_1_CODE_LEVEL_2", "ORG_1_CODE_LEVEL_3",
"ORG_1_CODE_LEVEL_4", "ORG_1_CODE_LEVEL_5", "ORG_1_CODE_LEVEL_6",
"ORG_1_CODE_LEVEL_7", "ORG_1_TITLE", "ORG_2_TITLE", "ORG_3_TITLE", "ORG_4_TITLE",
"ORG_5_TITLE", "ORG_6_TITLE", "ORG_7_TITLE", "ORIGINAL_DATE_OF_HIRE",
"DATE_OF_MOST_RECENT_HIRE", "BARGAINING_UNIT", "REPRESENTATION_STATUS", "PER_PGM",
"PRIMARY_JOB_IND", "SEPARATED_RSN_CODE_ACAD", "SEPARATION_DATE_MMDDYYYY",
"SEPARATION_DATE", "SEPARATION_RSN_CODE", "SEX_CODE", "JOB_CODE", "JOB_DESCRIPTION",
"PRIMARY_JOB_CODE", "VISA_TYPE", "APPT_DEPT_CD", "APPT_DEPT_NAME", "JOB_FTE",
"BASE_EFFORT", "WORKED_HOURS", "SOC_CODE", "SALARY_STEP", "SALARY_GRADE", "POSITION_ID",
"JOB_FAMILY_CD", "JOB_FAMILY_DESCR", "ANNUALIZED_PAY_RATE", "AGE", "SERVICE_MONTHS",
"PAY_FREQUENCY") AS
```

```
WITH ctzn AS (
```

```
SELECT
```

```
    key_emplid,
```

```
    nvl(CITIZENSHIP_STATUS, ' ') citizen_status_code,
```

```
    NVL(visa_permit_type, ' ') visa_permit_type
```

```
FROM
```

```
    hcm_ods.emp_citzn_visa_data_cv ctz
```

```
WHERE CIT_COUNTRY = 'USA'
```

```
AND KEY_DEPENDENT_ID = ''
```

```
),
```

```
cdos AS (
```

```
SELECT /*+ full(cxc) */
```

```
    fieldvalue   cdos_code,
```

```
    xlatshortname cdos_desc
```

```
FROM
```

```

        hcm_ods.current_xlat_cv cxc
WHERE
        fieldname = 'UC_CDOS_CD'
), paydtl AS (
        SELECT /*+ materialize */
                emplid,
                empl_rcd,
                ACCOUNT,
                uc_cdos_cd,
                cdos.cdos_desc,
                sal.erncd,
                max(uc_acct) uc_acct,
                max(uc_loc1) uc_loc1,
                max(uc_loc2) uc_loc2,
                max(sal.pay_end_dt) maxpayeffdt,
                to_char(pay_end_dt, 'YYYYMM') pay_month,
                Fiscal_year,
                sum(UC_DRV_EFT_PCT) base_effort,
                sum(hours1) WORKED_HOURS,
                fund_code,
                cds.pay_type,
                SUM(monetary_amount) pay_amt,
                max(class_fld) class_fld
FROM
        hcm_ods.ps_uc_ll_sal_dtl sal,
        (
                SELECT
                        erncd,
                        uc_cdos_cd,

```

effdt,

CASE

WHEN uc_cdos_cd IN (

'AV',

'AW',

'AX',

'AM',

'HR',

'HD'

) THEN

'Base Pay'

WHEN uc_cdos_cd IN (

'HY',

'NG'

) THEN

'Negotiated Pay'

WHEN uc_cdos_cd = 'HZ' THEN

'Z Payment'

WHEN uc_cdos_cd = 'AB' THEN

'Stipend'

WHEN uc_cdos_cd not in (

'AV',

'AW',

'AX',

'AM',

'HR',

'HD',

'HY',

'NG',

```

                'AB',
                'HZ'
            ) then
                'Non Base Pay'
            END pay_type
        FROM
            hcm_ods.ps_uc_erncd cdos1
        WHERE
            cdos1.effdt = (
                SELECT
                    MAX(effdt)
                FROM
                    hcm_ods.ps_uc_erncd cdos2
                WHERE
                    cdos1.erncd = cdos2.erncd
                    AND cdos1.uc_cdos_cd = cdos2.uc_cdos_cd
                    AND cdos2.effdt <= sysdate
            )
        ) cds
    ,cdos
WHERE
    cds.erncd = sal.erncd
    and cds.uc_cdos_cd = cds.cdos_code(+)
GROUP BY
    emplid,
    ACCOUNT,
    uc_cdos_cd,
    cds.cdos_desc,
    sal.erncd,
    empl_rcd,

```

```

        fund_code,
        cds.pay_type,
        to_char(pay_end_dt, 'YYYYMM'),
        fiscal_year
    )
, repsts AS (
    SELECT
        position_nbr,
        uc_representatn_cd
    FROM
        hcm_ods.ps_uc_pos_emp_rel a
        WHERE effdt = (select max(effdt) from hcm_ods.ps_uc_pos_emp_rel b where a.position_nbr
        =b.position_nbr AND B.EFFDT <= SYSDATE))
, fncd AS (SELECT A.*, Z.DESCR40
            FROM HCM_ODS_EXT.UC_FUNC_GRP_TBL A, HCM_ODS_EXT.UC_FUNC_CD_TBL
            Z
            WHERE FISCAL_YEAR = (SELECT MAX(FISCAL_YEAR) FROM
            HCM_ODS_EXT.UC_FUNC_GRP_TBL B WHERE A.UC_LOC1 = B.UC_LOC1 AND A.UC_LOC2 = B.UC_LOC2
            AND A.UC_ACCT = B.UC_ACCT)
            AND A.UC_FUNCTION_CD = Z.UC_FUNCTION_CD
            AND A.UC_GROUP_ID = Z.UC_GROUP_ID
    )
, eth AS (
    SELECT
        Diversity Ethnic Group ethnic_grp_cd,
        Diversity Emplid emplid
    FROM
        hcm_ods.emp_affirm_actn_cv eaac
), orglvl AS (
    SELECT

```

```

SETID,
deptid,
l1_deptid,
l2_deptid,
l3_deptid,
l4_deptid,
l5_deptid,
l6_deptid,
l7_deptid,
business_unit,
l1_deptid_descr,
l2_deptid_descr,
l3_deptid_descr,
l4_deptid_descr,
l5_deptid_descr,
l6_deptid_descr,
l7_deptid_descr
FROM
    hcm_ods_mv.org_structure_mv_cv
), ppgm AS (
    SELECT
        fieldvalue classindc,
        xlatshortname per_pgm
    FROM
        hcm_ods.current_xlat_cv
    WHERE
        fieldname = 'CLASS_INDC'
),

```

CLSFLD AS (SELECT BU.BUSINESS_UNIT, A.CLASS_FLD, A.DESCR

FROM HCM_ODS.PS_CLASS_CF_TBL A, HCM_ODS.PS_SET_CNTRL_REC B,
HCM_ODS.PS_BUS_UNIT_TBL_HR BU

WHERE B.SETID = A.SETID

AND EFFDT = (SELECT MAX(EFFDT) FROM HCM_ODS.PS_CLASS_CF_TBL A2 WHERE A2.SETID =
A.SETID AND A2.CLASS_FLD = A.CLASS_FLD AND A2.EFFDT <= SYSDATE)

AND B.RECNAME = 'CLASS_CF_TBL'

AND B.SETCNTRLVALUE = BU.BUSINESS_UNIT_GL

),

fml as (select /*+ full(fml) */ job_family,descr job_family_descr from hcm_ods.PS_JOB_FAMILY_TBL fml
WHERE EFFDT = (SELECT MAX(EFFDT) FROM HCM_ODS.PS_JOB_FAMILY_TBL B WHERE B.JOB_FAMILY =
FML.JOB_FAMILY AND EFFDT <= SYSDATE))

, cfg as (SELECT CHAR1, DATE1 FROM HCM_ODS.COGNOS_GEN_CFG_CV WHERE NAME = 'USES NEW
CCOA')

SELECT /*+ index(emp) */

emp."Job Employee ID" emplid,
emp."Job Empl Record" empl_rcd,
emp.business_unit empl_bus_unit,
emp."Job Union Code" empl_unit_code,
eext."Ext ID PPS ID" employee_number,
emp."Jobcode Academic Rank" academic_rank_code,

CASE

WHEN emp."Job Comp Freq" = 'UC_FY' THEN

12

WHEN emp."Job Comp Freq" = 'UC_9M' THEN

9

WHEN emp."Job Comp Freq" = 'UC912' THEN

9

WHEN emp."Job Comp Freq" = 'UC_10' THEN

9

WHEN emp."Job Comp Freq" = 'UC_12' THEN

12

WHEN emp."Job Comp Freq" = 'UC_11' THEN

11

ELSE

null

END service_period,

emp."Job Comp Rate" appt_pay_rate,

emp."Job Comp Freq" appt_rate_code,

emp."Job Empl Class" EMPL_CLASS,

pri."Job Empl Class" EMPL_CLASS_PRI,

ctzn.citizen_status_code,

emp."UC Jobcode CTO/OS Subgroup" class_ttl_outl_code_appt,

EMP."UC Jobcode CTO descr" class_ttl_outl_name_appt,

paydtl.erncd earn_code,

paydtl.uc_cdos_cd cdos_code,

paydtl.cdos_desc cdos_desc,

paydtl.pay_type,

paydtl.pay_amt,

paydtl.pay_month pay_month,

eth.ethnic_grp_cd Diversity_Ethnic_Group,

CASE

WHEN paydtl.pay_month >= to_char(cfg.date1,'YYYYMM') and emp.business_unit =cfg.char1 then

substr(paydtl.class_fld,1,2)

else

fncd.UC_function_cd

```

end    function_code,
CASE
    WHEN paydtl.pay_month >= to_char(cfg.date1,'YYYYMM') and emp.business_unit =cfg.char1 then

        CF.DESCR
    else
        FNCD.DESCR40
end    function_name,
FNCD.UC_GROUP_ID AS FUND_GROUP,
    paydtl.fund_code          fund_code,
    paydtl.fiscal_year,
    pri.deptid                home_department_code,
    pri."Dept Descr"         home_department_name,
CASE
    WHEN substr(emp.business_unit, 1, 2) = 'BK' THEN
        '01'
    WHEN substr(emp.business_unit, 1, 2) = 'SF' THEN
        '02'
    WHEN substr(emp.business_unit, 1, 2) = 'DV' THEN
        '03'
    WHEN substr(emp.business_unit, 1, 3) IN (
        'UCO',
        'LAC',
        'LAM'
    )
        OR ( substr(emp.business_unit, 1, 3) = 'MEC'
            AND "Job Eff Date" <= '30-JUN-2005' ) THEN
        '04'
    WHEN substr(emp.business_unit, 1, 3) = 'UCR' THEN

```

```

        '05'
    WHEN substr(emp.business_unit, 1, 2) = 'SD' THEN
        '06'
    WHEN substr(emp.business_unit, 1, 3) = 'SCM' THEN
        '07'
    WHEN substr(emp.business_unit, 1, 2) = 'SB' THEN
        '08'
    WHEN substr(emp.business_unit, 1, 2) = 'IR' THEN
        '09'
    WHEN substr(emp.business_unit, 1, 3) = 'MEC'
        AND "Job Eff Date" >= '1-JUL-2005' THEN
        '10'
    WHEN substr(emp.business_unit, 1, 3) = 'UCA' THEN
        '18'
    WHEN substr(emp.business_unit, 1, 3) = 'LBN' THEN
        '21'
    WHEN substr(emp.business_unit, 1, 3) = 'LBL' THEN
        '22'
    WHEN substr(emp.business_unit, 1, 3) = 'LAN' THEN
        '23'
    WHEN substr(emp.business_unit, 1, 3) = 'HAC'
        AND "Job Eff Date" >= '1-OCT-1996' THEN
        '24'
    WHEN substr(emp.business_unit, 1, 3) = 'ASL' THEN
        '25'

END location_1,
ORGLVL.SETID,
l1_deptid          org_1_code_level_1,
l2_deptid          org_1_code_level_2,

```

```

    l3_deptid          org_1_code_level_3,
    l4_deptid          org_1_code_level_4,
    l5_deptid          org_1_code_level_5,
    l6_deptid          org_1_code_level_6,
    l7_deptid          org_1_code_level_7,
    l1_deptid_descr    org_1_title,
    l2_deptid_descr    org_2_title,
    l3_deptid_descr    org_3_title,
    l4_deptid_descr    org_4_title,
    l5_deptid_descr    org_5_title,
    l6_deptid_descr    org_6_title,
    l7_deptid_descr    org_7_title,
    emp."Job First Start"  original_date_of_hire,
    emp."Job Last Start"  date_of_most_recent_hire,
    U.BARG_UNIT          bargaining_unit,
    repsts.uc_representatn_cd  representation_status,
    ppgm.per_pgm,
    emp."Job Indicator"    primary_job_ind,
CASE
    WHEN emp."Job Action" IN (
        'RET',
        'TER',
        'TWB',
        'TWP',
        'LOFF',
        'RWP'
    ) THEN
        emp."Job Action"
END separated_rsn_code_acad,

```

to_char(emp."Job Term Date", 'MMDDYYYY') separation_date_MMDDYYYY,

emp."Job Term Date" separation_date,

CASE

WHEN emp."Job Action" IN (

'RET',

'TER',

'TWB',

'TWP',

'LOFF',

'RWP'

) THEN

emp."Actn Reason Descr"

END separation_rsn_code,

emp."Persn Effdt Sex" sex_code,

emp."Job Job Code" Job_code,

emp."Jobcode Descr" Job_Description,

pri."Job Job Code" primary_job_code,

ctzn.visa_permit_type visa_type,

emp.deptid appt_dept_cd,

emp."Dept Descr" appt_dept_name,

emp."Job FTE" Job_FTE,

paydtl.base_effort base_effort,

paydtl.worked_hours worked_hours,

emp."Jobcode SOC" SOC_CODE,

emp."Job Step" salary_step,

emp."Job Grade" salary_grade,

emp."Job Position" Position_ID,

emp."Jobcode Job Family" job_family_cd,

```

    fmly.job_family_descr      job_family_descr,
    emp."Job Annual Rt"      annualized_pay_rate,
    TRUNC(months_between(to_date(pay_month, 'YYYYMM'), "Person Birthdate")/12,0) age

,0 as service_months          ---work-in-pogress
    , emp."Paygroup Frequency"      AS PAY_FREQUENCY
FROM paydtl

INNER JOIN hcm_ods.emp_job_lookup_cv emp
    ON emp.rn_effseq = 1
    AND emp."Job Employee ID" = paydtl.emplid
    AND emp."Job Empl Record" = paydtl.empl_rcd
    AND (paydtl.pay_month >= to_char("Job Eff Date", 'YYYYMM'))

    AND paydtl.maxpayeffdt >= emp."Job Eff Date"
    AND paydtl.maxpayeffdt <= NVL(emp.row_end_effdt, '01-JAN-9999')

    and paydtl.pay_month <= nvl(to_char(row_end_effdt, 'YYYYMM'), '999999')

LEFT OUTER JOIN ctzn
    ON ctzn.key_emplid = emp."Job Employee ID"

LEFT OUTER JOIN repsts
    ON emp."Job Position" = repsts.position_nbr

LEFT OUTER JOIN fncd
    ON FNCD.UC_LOC1 = PAYDTL.UC_LOC1
    AND FNCD.UC_LOC2 = PAYDTL.UC_LOC2
    AND FNCD.UC_ACCT = PAYDTL.UC_ACCT

LEFT OUTER JOIN fmly
    on (fmly.job_family=emp."Jobcode Job Family")

LEFT OUTER JOIN eth
    ON eth.emplid = emp."Job Employee ID"

```

```

LEFT OUTER JOIN hcm_ods.emp_ext_id_base_cv eext
    ON eext."Ext ID Emplid" = emp."Job Employee ID"
    AND eext."Ext ID Business Unit" = emp.business_unit
LEFT OUTER JOIN (
    SELECT /*+ index(p) */
        Job Employee ID,
        Job Job Code,
        Job Empl Class,
        Job Indicator,
        Dept Descr,
        Job Empl Record,
        row_end_effdt rowenddt,
        Job Eff Date jobeffdt,
        deptid,
        rn_effdt,
        rn_effseq
    FROM
        hcm_ods.emp_job_lookup_cv p where rn_effseq = 1 and "Job Indicator" ='P' ) pri

    ON pri."Job Employee ID" = paydtl.emplid
    AND paydtl.maxpayeffdt >= pri.jobeffdt
    AND paydtl.maxpayeffdt <= NVL(pri.rowenddt,'01-JAN-9999') left outer
JOIN cfg ON emp.business_unit = cfg.char1
LEFT JOIN (
    SELECT
        *
    FROM
        hcm_ods.ps_union_tbl a
    WHERE

```

```

a. effdt = (
  SELECT
    MAX(effdt)
  FROM
    hcm_ods.ps_union_tbl b
  WHERE
    a.union_cd = b.union_cd
    AND b.effdt <= sysdate
)
) u ON u.union_cd = emp."Job Union Code"
LEFT JOIN clsfld cf ON cf.class_fld = paydtl.class_fld
    AND cf.business_unit = emp.business_unit
INNER JOIN orglvl ON ( emp.deptid = orglvl.deptid
    AND orglvl.business_unit = emp.business_unit )
INNER JOIN ppgm ON ppgm.classindc = emp."Job Class/Uncl";

```