

Banner Human Resources/Position Control Release Notes

*Release 8.2.1
August 2009*

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Revision History Log

Publication Date	Summary
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August 2009	New version that supports Banner Human Resources/Position Control 8.2.1 software.
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Release Summary

The 8.2.1 release notes provide an overview of the US Veteran's Employment Reporting enhancement to Banner® Human Resources and Position Control.

This document provides detailed information about the Human Resources 8.2.1 release only. Human Resources 8.2.1 is an optional regulatory release.

System Requirements

The following minimum releases must be installed to upgrade to Banner Human Resources/Position Control 8.2.1:

- Banner General 8.2
- Banner Position Control 8.2
- Banner Human Resources 8.2



1

VETS-100A Reporting - Functional



In accordance with Title 38, United States Code, Section 4212(d), the U.S. Department of Labor (DOL), Veterans' Employment and Training Service (VETS) collects and compiles data on the Federal Contractor Program Veterans' Employment Report (VETS-100 Report). This data is collected from Federal contractors and subcontractors who receive Federal contracts that meet the threshold amount of \$25,000 or more prior to December 1, 2003 or \$100,000 on or after December 1, 2003. The VETS-100/100A reporting cycle begins annually on August 1 and ends on September 30.

For 2009, institutions required the option of filing two reports, VETS-100 and VETS-100A, to the U.S. Department of Labor regarding the annual Report on Veteran's Employment. The new report, the VETS-100A, has been designated for 2009. This report will be used for those sites that are working under covered Federal contracts entered into or modified on or after December 1, 2003. This new report is due on September 30 of each year. If the employer has Federal contracts that were entered into before December 1, 2003, the VETS-100 report has to be filed. This report retains the same format as before and is also due annually on the September 30 date. Both reports are being generated by a new Java program provided in this release, and the user can determine which report will be generated based on the parameters that are submitted for the run. Detailed information on the report and its submission can be found on the U.S. DOL website <https://vets100.vets.dol.gov/>.

An additional feature provided with this release is a separate audit report that details employees that qualify for reporting and are being counted for the appropriate Job Category. Job Categories are determined by an employee's Primary Job assignment and the EEO Skill Code that is attached to the corresponding Position Classification.

It is important to note that Banner-supported Higher Education Job Categories, also used for the annual IPEDS reporting cycle, do not exactly match the commercial-oriented Job Categories as specified on the VETS-100/100A formats. Therefore, your reporting official should carefully review the report tabulations and determine which categories best represent the Job Categories being requested by the DOL.

A new Job Category, First or Middle Level Official or Manager for VETS-100A, has been added to Position Class Rule and History forms (NTRPCLS and NBICLSH) to support a new Job Category and report appropriate headcount for these employees. This new job category signifies the classification that represents first and middle-level officials and managers within your organization.

As a planning activity, it is important to determine which employees and their affiliated Position Classifications may need to be reported in this new category and set the new

indicator appropriately on NTRPCLS. In addition, ensure that the Classification Change Date that appears when the record is saved is dated properly and falls within your planned Start and End Dates that will be used for the report period.

The following chart represents the reporting terminology and the differences between the two reports, VETS-100 and VETS-100A:

Number of Current Employees Counts:

VETS-100	VETS-100A
Special Disabled Veteran	Disabled Veteran
Vietnam Era Veterans	None
Other Protected Veterans	Other Protected Veterans
None	Armed Forces Service Medal Veterans
None	Recently Separated Veterans
Not Computed	Total Employees, Veteran and Non-Veteran

New Employee Hire Counts:

VETS-100	VETS-100A
Special Disabled Veteran	Disabled Veterans
Vietnam Era Veterans	None
Recently Separated Veterans	Recently Separated Veterans
None	Armed Forces Service Medal Veterans
Other Protected Veterans	Other Protected Veterans
Total New Hires, Veteran, and Non-Veteran	Total New Hires, Veteran, and Non-Veteran

Changed Forms

The following forms are changed for this release.

Position Class Rules Form (NTRPCLS)

A **First or Middle Level Official or Manager for VETS-100A** check box has been added to the NTRPCLS form.

Field	Description
First or Middle Level Official or Manager for VETS-100A	Check box to indicate whether the report will re-categorize the employee from the original job category to the new, First or Middle Level Official or Manager job category.

Position Class History Form (NBICLSH)

A **First or Middle Level Official or Manager for VETS-100A** check box has been added to the NBICLSH form.

Field	Description
First or Middle Level Official or Manager for VETS-100A	Check box to indicate whether the report will re-categorize the employee from the original job category to the new, First or Middle Level Officials or Manager job category.

New Report

The following report is new for this release.

perv100.jar

Prior to this enhancement, the VETS report was generated by a Pro*C program, perv100.pc. In 8.2.1, the VETS report will be generated by a new java report, perv100.jar. The perv100.zip file contains the java source code.

Obsolete Report

The following report is obsolete with this release.

perv100.pc

The Pro*C version of this report, perv100.pc, has been made obsolete.

Reports

Veterans Employment Report (PERV100)

This program generates a report that can be used to complete the Federal Contractor Veterans' Employment Report (VETS-100 and VETS-100A) for U.S. institutions. This report lists by skill code the counts of Special Disabled Veterans, Vietnam Veterans, Other Protected Veterans, Armed Forces Service Medal Veterans, and Recently Separated Veterans, both currently employed and newly hired within the specified period. This report is a Java report.



Note

The report does *not* count employees when an EEO skill code of 90 (Other) on the Position Class Rule Form (NTRPCLS) associated with their positions. ■

Parameters	Name	Description/Values	Required?	Default	Validation
01	Start Date	<p>Begin Date of report data. Federal Regulations require this report to include data for the twelve months preceding the Stop Date (below).</p> <p>This date determines which veterans appear on this report as new hires. To be counted as a new hire, the veteran must have a job effective date that falls between this date and the stop date entered in the following parameter. (Only the veteran's (P)primary job is counted.) A veteran whose start date is earlier than the date entered at this parameter is counted on the left side of the report under the heading NUMBER OF EMPLOYEES. A veteran whose start date is later than this date appears on the right side under the heading NEW HIRES WITHIN PERIOD.</p>	Yes	None	Format must be DD-MMM-YYYY or DD-MMM-YY
02	Stop Date	<p>End date of report data. Federal regulations require that the data in this report have an ending date no earlier than January 1 and no later than March 1 of the filing year.</p> <p>To be counted on this report, a veteran must have a (P)primary job effective date earlier than the stop date entered at this parameter and must not have been terminated before this stop date.</p> <p>To be counted as a new hire, the veteran's job effective date must fall between the start and stop parameter dates (see previous parameter). Only the veteran's (P)primary job is counted.</p>	Yes	None	Format must be DD-MMM-YYYY or DD-MMM-YY

Parameters	Name	Description/Values	Required?	Default	Validation
03	Hiring Location	Hiring Location to be reported. Federal regulations require this report be filed for each hiring location employing 50 or more employees. Indicate whether a Campus (C), College (O), Location (L) or Employer (E).	Yes	E	C, O, L, or E
04	Report Category	Report to be produced. Enter the appropriate Report Category value to produce the desired output. Indicate 1 for VETS-100 report, indicate A for VETS-100A report, or B for both VETS-100 and 100A reports.	Yes	1	1, A, or B

Sort Order

Skill code (job category)

Data Source

NBAJOBS NBAPOSN NTRPCLS PEAEMPL PPAIDEN PTRESKL

Frequency

Annually. U.S. federal regulations require this report to be filed by September 30th each year. This report must be filed by all recipients of federal contracts or subcontracts in the amount of \$25,000 or more.

Report Format

Standard horizontal report format

Fields	Name	Description
	Job Categories	Header of column containing job categories
	Number of Employees	Number of employees who fall into the following categories:

Fields	Name	Description
	Special Disabled Veterans	<p>Employees counted in this field are those who have a <i>Y</i> in the Special Disabled Veteran field of the Identification Form (PPAIDEN). A <i>special disabled veteran</i> is either of the following:</p> <ul style="list-style-type: none"> • a veteran who is entitled to compensation (or who would be but for the receipt of military retired pay) under laws administered by the Department of Veteran Affairs for a disability (i) rated at 30% or more, or (ii) rated at 10 or 20% in the case of a veteran who has been determined under Section 1506 of Title 38, U.S., to have a serious employment handicap • a veteran who was discharged or released from active duty because of a service-connected disability
	Vietnam Era Veterans	<p>Employees counted in this field are those who have a <i>V</i> or a <i>B</i> in the Veteran Category field of the Identification Form (PPAIDEN). A <i>V</i> identifies an individual who is a Vietnam era veteran but does not qualify as an Other Eligible Veteran (see next field), and a <i>B</i> identifies a Vietnam era veteran who meets the Other Eligible Veteran criterion. A <i>Vietnam veteran</i> is a veteran whose active military, naval, or air service (or any part of it) was during the period beginning August 5, 1964, and ending May 7, 1975, provided that either of the following is true:</p> <ul style="list-style-type: none"> • the veteran served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge • the veteran was discharged or released from active duty because of a service-connected disability
	Other Protected Veterans	<p>The term <i>Other Protected Veteran</i> identifies a veteran who has served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. Employees counted in this field are those who have an <i>O</i> or a <i>B</i> in the Veteran Category field of the Identification Form (PPAIDEN). An <i>O</i> identifies an individual who meets the criterion for Other Protected Veterans but has not served in Vietnam. A <i>B</i> identifies an individual who has served in Vietnam and meets the criterion for Other Protected Veteran.</p>

Fields	Name	Description
	Armed Forces Service Medal Veterans	This designation signifies a veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209). Service medal designations can be found at http://www.opm.gov/veterans/html/vgmedal2.asp .
	New Hires Within Period	Number of new hires who fall into the following categories. <i>New hires</i> are employees who were included in the payroll for the first time during the period covered by this report.
	Special Disabled Veterans	Number of employees who are special disabled veterans. For a definition of <i>Special Disabled Veterans</i> , refer to the explanation of the Special Disabled Veterans field in the Number of Employees category (above).
	Vietnam Era Veterans	Number of employees who are Vietnam era veterans. For a definition of <i>Vietnam Era Veterans</i> , refer to the explanation of the Vietnam Era Veterans field in the Number of Employees category (above).
	Newly Separated Veterans	All newly hired employees whose Active Duty Separation Date falls within the current VETS-100 reporting period, and who qualify as a veteran in one or more of the following categories: <ul style="list-style-type: none"> • Special Disabled Veterans • Vietnam Era Veterans • Newly Separated Veterans • Other (Eligible) Veterans
	Other Protected Veterans	Number of employees who are other protected veterans. For a definition of <i>Other Protected Veterans</i> , refer to the explanation of the Other Protected Veterans field in the Number of Employees category (above).

Fields	Name	Description
	Armed Forces Service Medal Veterans	This designation signifies a veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 Fed. Reg. 1209). Service medal designations can be found at http://www.opm.gov/veterans/html/vgmedal2.asp .
	New Hire Total, Both Veterans and Non-Veterans	Total number of new hires (veteran and non-veteran).

Calculation of Minimum and Maximum Figures in Report Summary Lines

In an effort to tabulate the totals for the year, the report determines the number of employees that are active or on leave based on the Start Date parameter for the report. In order to determine these figures, the program performs these actions:

The minimum and the maximum number of employees hired are now calculated and printed for the period identified by the Start Date and the Stop Date.

- Specify the Report Parameters 01 and 02, Start Date and Stop Date to determine the period for which the report is being generated.
- Specify Report Parameter 03, Hiring Location, to identify the employee population.
- Only those pay periods that fall within the dates specified for the Start Date and Stop Date parameters will be considered.
- Employees are counted only once in each pay period, across all Pay IDs and is based upon their Primary Job assignment.
- The number of employees per pay period is calculated for all pay periods.
- Temporary employees or those with Employee Skill code 90 are excluded from the total counts.
- The smallest and the largest number of *permanent* employees per pay period is printed for the Minimum and the Maximum number of employees, respectively.

Report Sample—Veterans Employment Report (PERV100)

*** PERV100 (Release 8.2.1) completed successfully ***
 Connected.

REPORT : PERV100

BANNER University
 Veterans Employment Report
 Banner University
 BETWEEN 01-JAN-2009 AND 27-JUL-2009
 Vets-100

PAGE 1
 RUN DATE 27-JUL-2009
 RUN TIME 06:50:43 AM

JOB CATEGORIES	NUMBER OF EMPLOYEES			NEW HIRES WITHIN PERIOD				TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS
	SPECIAL DISABLED VETERANS	VIETNAM ERA VETERANS	OTHER PROTECTED VETERANS	SPECIAL DISABLED VETERANS	VIETNAM ERA VETERANS	RECENTLY SEPARATED VETERANS	OTHER PROTECTED VETERANS	
Executive/Admin and managerial	0	0	0	0	0	0	0	1
Faculty	1	1	0	1	1	1	0	4
Other professionals	1	0	1	1	0	1	1	1
Technical and paraprofessional	2	2	2	1	1	1	1	2
Clerical and secretarial	1	1	1	1	1	1	1	1
Skilled crafts	1	1	0	1	1	1	0	1
Service/Maintenance	1	0	1	1	0	1	1	1
Instruction/research assistant	1	1	1	1	1	1	1	1
Other administrative	1	1	1	1	1	1	1	1
TOTAL	9	7	7	8	6	8	6	13

Maximum 332 Minimum 1

BANNER University
 Veterans Employment Report
 Banner University
 BETWEEN 01-JAN-2009 AND 27-JUL-2009
 Vets-100A

JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES WITHIN PERIOD				
	DISABLED VETERANS	OTHER PROTECTED VETERANS	ARMED FORCES SERVICE MEDAL VETERANS	RECENTLY SEPARATED VETERANS	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETS	DISABLED VETERANS	OTHER PROTECTED VETERANS	ARMED FORCES SERVICE MEDAL VETERANS	RECENTLY SEPARATED VETERANS	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETS
Executive/Admin and managerial	0	0	0	0	316	0	0	0	0	1
First/Mid Level Officials/Managers	0	0	0	0	57	0	0	0	0	0
Faculty	1	0	1	1	96	1	0	1	1	4
Other professionals	1	1	1	1	24	1	1	1	1	1
Technical and paraprofessional	2	2	2	2	13	1	1	1	1	2
Clerical and secretarial	1	1	1	1	66	1	1	1	1	1
Skilled crafts	1	0	1	1	8	1	0	1	1	1
Service/Maintenance	1	1	1	1	45	1	1	1	1	1
Instruction/research assistant	1	1	1	1	9	1	1	1	1	1
Other administrative	1	1	1	1	1	1	1	1	1	1
TOTAL	9	7	9	9	635	8	6	8	8	13

Maximum 332
 Minimum 1

REPORT : PERV100

BANNER University
Veterans Employment Report
BETWEEN 01-JAN-2009 AND 27-JUL-2009

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* * * REPORT CONTROL INFORMATION * * *
Release: 8.2.1

Parameter Name	Value
Parameter Seq No:	275320
Start Date:	01-JAN-2009
Stop Date:	27-JUL-2009
Hiring Location:	E
Report Category:	b

REPORT : PERV100

BANNER University
 Veterans Employment Report
 Vets-100
 Banner University
 BETWEEN 01-JAN-2009 AND 27-JUL-2009
 EEO Skill Code: 10 - Executive/Admin and managerial

PAGE 1
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ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date
Employees Count: 0					

EEO Skill Code: 20 - Faculty

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date
VET222222	Aiden, Bob	01-JAN-2009	Vietnam Veteran Only	Yes	01-JAN-2009
Employees Count: 1					

EEO Skill Code: 30 - Other professionals

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date
VET333333	Aiden, Charlie	01-JAN-2009	Other Protected Veteran Only	Yes	01-JAN-2009
Employees Count: 1					

EEO Skill Code: 40 - Technical and paraprofessional

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date
VET111111	Aiden, Alan	01-JUL-2007	Both Vietnam/Other Eligbl. Vet	Yes	01-JAN-2009
VET444444	Aiden, Debra	01-JAN-2009	Both Vietnam/Other Eligbl. Vet	Yes	01-JAN-2009

REPORT : PERV100

BANNER University
Veterans Employment Report
Vets-100A
Banner University
BETWEEN 01-JAN-2009 AND 27-JUL-2009

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EEO Skill Code: 10 - Executive/Admin and managerial

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date	Armed Forces Service Medal
Employees Count: 0						

First/Mid Level Officials/Managers

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date	Armed Forces Service Medal
Employees Count: 0						

EEO Skill Code: 20 - Faculty

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date	Armed Forces Service Medal
VET222222	Aiden, Bob	01-JAN-2009	Vietnam Veteran Only	Yes	01-JAN-2009	Yes
Employees Count: 1						

EEO Skill Code: 30 - Other professionals

ID	Name	Current Hire Date	Veteran Category	Special Disabled Veterans	Active Duty Activation Date	Armed Forces Service Medal
VET333333	Aiden, Charlie	01-JAN-2009	Other Protected Veteran Only	Yes	01-JAN-2009	Yes
Employees Count: 1						

2

VETS-100A Reporting - Technical



This section discusses the following technical changes.

Changed Tables

The following Banner Human Resources tables have been modified:

NTRPCLS

A new column has been added to this table.

Database Column	Null?	Data Type
NTRPCLS_FIRST_MID_MANAGER_IND	NOT NULL	VARCHAR2(1)

NBRCLSH

A new column has been added to this table.

Database Column	Null?	Data Type
NBRCLSH_FIRST_MID_MANAGER_IND	NOT NULL	VARCHAR2(1)

Changed Triggers

This section describes the changed triggers for this release.

nttpcls1.sql

This script includes the First or Middle Level Official or Manager for VETS-100A Indicator to the history record on an insert.

nttpcls2.sql

This script includes the First or Middle Level Official or Manager for VETS-100A Indicator to the history record on an update.

Changed Upgrade Scripts

The following scripts modify existing tables of Banner Human Resources 8.2.1.

ntrpcls_070301_01.sql

This script adds one new column, NTRPCLS_FIRST_MID_MANAGER_IND, to the NTRPCLS table.

ntrpcls_070301_02.sql

This script sets the NTRPCLS_FIRST_MID_MANAGER_IND column value to N.

ntrpcls_070301_03.sql

This script sets the NTRPCLS_FIRST_MID_MANAGER_IND column to NOT NULL.

ntrpcls_070301_04.sql

This script creates a column comment for the NTRPCLS_FIRST_MID_MANAGER_IND column.

nbrclsh_070301_01.sql

This script adds one new column, NBRCLSH_FIRST_MID_MANAGER_IND, to the NBRCLSH table.

nbrclsh_070301_02.sql

This script sets the NBRCLSH_FIRST_MID_MANAGER_IND column value to N.

nbrclsh_070301_03.sql

This script sets the NBRCLSH_FIRST_MID_MANAGER_IND column to NOT NULL.

nbrclsh_070301_04.sql

This script creates a column comment for the NBRCLSH_FIRST_MID_MANAGER_IND column.

New Java Objects

The perv100.jar file is delivered for Banner Human Resources 8.2.1.

This Java file is the new Veterans Employment Report delivered with the VETS-100A Reporting enhancement.

