Object	Issue	Discussion Points/Timeline	Decision
EFF_DT EMP_EFF_DT SRC_EFF_DT	HR facts - the EFFDT from the Source - Modeling team wants to change it to SRC_EFF_DT on FACT to create a Standard. Impact: Currently the two FACTs/FACT_SNAPS have two different names for this field - adding SRC_EFF_DT would then introduce a third name and considerable rework (These previous columns/attributes were approved by Modeler at that time) Overall Impact and Rework: Modeling Rework, ETL Rework (F_EMP_COMP, F_EMP_COMP_SNAP, F_EMP_HC_FTE, F_EMP_HC_FTE_SNAP, F_EMP_CMPNT_PAY, F_EMP_CMPNT_PAY_SNAP, Data Validation (in Batch), HR Batch, Unit Testing /Regression Testing), RPD Rework and Regression Testing, Dashboard Rework and Regression Testing.	Until we have clarity on the cost of this change we are not going to make a final decision. For now we will use EMP_EFF_DT and EMP_EXPIR_DT on F_EMP_CMPNT_PAY fact. Phil will bring numbers to joint Product Owner meeting with input from Amy Winkel.	For now - new FACT (F_EMP_CMPNT_PAY/SNAP) will use EMP_EFF_DT and EMP_EXPIR_DT
Age Calculation in Common Person Discussion	Meeting Attendees: Paul Volkmuth, Tony Stice, James Clydsdale, Eduardo Chavez, Abdel Varges, Danny Moncada, Fadwa Wazwaz, E.L. Thielen. Where should Age calculation go? Discussion was around whether it should be in RPD, CDL, EDW Dim. Birth Date and Date of Death is going to be in Common Person Dimension coming from CDL. Several discussion points/questions were brought up specific to PJC Project that required followup in order to make a better decision on where Age calculation should go.	Followup email - business requested EL Thielen send out with technical verbiage added: PJC specific considerations : - Overall consideration : DianeK is working with AmyS (EDMR/DGC) to have EDMR approved/consistent way to calculate Age overall across Pillars and Tertiary systems. Additional considerations: -D_CMM_PERS - historical data. PJC product owner has indicated that there might be a need for EFFDT in this DIM. There may have been some confusion around EFFDT and ETL_EFF_DT. EFFDT is a field/column on the PeopleSoft Source table, ETL_EFF_DT is the change data capture date in Data Warehouse. EFFDT and ETL_EFF_DT are not the same thing. (So from a technical perspective, PJC product owner is not saying we need a Type2 at this time). - Currently PJC uses only current/corrected rows in PJC DIMs. (Type1 data). - Age will be required in D_HR_CMM_PERS_SNAP. This table snaps D_HR_CMM_PERS every pay period. - Age will be used in PJC dashboards/adhoc - For any additional use cases and confirmation on use cases - see the product owner for those discussions. ~ ~ ~ The discussion Points outlined were communicated to Attendees as well as Ruth Dodson and Amy Winkel.	TBD
s_pay_check	This staging table contains over 11 million rows and continues to grow fast. **Performance is longest for all PJC stage tables. This table is the source for D_PAY_CHECK_SNAP to indicate whether someone has been paid or not. PJC snap process uses only last pay period when snapping to d_pay_check_snap - s_pay_check is currently saving data for entire ps_pay_check table (pay_end_dt = 1/1/2012 thru current date).	Performance in batch and unused data that ETL is having to maintain are the biggest issue. Concerns regarding turning this over to Operational Support. Only the last pay_end_dt is used and it is then snapped in d_pay_check_snap. (Data is only used in SNAPSHOT area only)	Stage only data for last 12 months and remove anything older that 12months. Use Pay_end_dt to determine how much data to stage.

UM_ACCTG_DT or PAY_END_DT + 10	Rather than calculate snap date as pay_end_dt + 10, can we use field UM_ACCTG_DT which is predefined by business?	ETL is using UM_ACCTG_DT for snapdate. Please review - and let us know if there are any issues with this. Winny provided SQL to do comparison. 99% of the time UM_ACCTG_DT = pay_end_dt + 10. Example of exception: when pay day falls on July 4, UM_ACCTG_DT = July 3. Diane will confirm with Phil K and Heather Kidd (BPO). 4/6/2018: According to the Payroll team (Jalayne Nottom, John Raj, Bob Wessel), we should use CHECK_DT from ps_pay_calendar as "pay day" aka snap date. Update 4/6/2018: Per John Raj: If you want to know who was paid on a pay period then just stick with the pay end date. Because off cycle checks might have a different check date. Additional input from Finance and TAPs teams: https://docs.google.com/document/d/12b3RZ_eSDjPd4D5CW5PgJNWCpCHbhZvAZC0KSEuaI0A/edit	We are going to use pay_end_dt + 10 for snap date
PeopleSoft HR Database Source	Confirm use of current HR Snap as source for PJC staging tables	Confirm use of current HR Snap as source for PJC staging tables. There was an effort being worked on that would allow Informatica to connect directly to HR PeopeSoft database instance instead of using SNAP HR PeopleSoft instance.	10/16/17 - Until futher notified, PJC Project will be using HR SNAP tables when accessing PeopleSoft HR data per Mark Skweres (Data Architect) . One Note: Caution and approval must be used if a decision is made to use an existing DataWarehouse table/data - Mark would like to be notified if that is needed.
Dimensions and Facts	Modifying table elements after ETL build in DEV, QAT, TST or PRD.	Modifications to table elements such as table name, columns, and indexes after it is built is technical debt and may impact other systems and reports users are already accustom to and using in their analyses.	Modifications related to changed or new standards or non-critical fixes to tables will not be done, if the table element is already built in any of the environments. Standards changes can be applied to new objects but not existing ones.
F_EMP_WKFC_ACTN *Departmental Transfers and University Terminations* dashboard	Having the ability to count **any** Department movement (transfer), regardless of the Workforce Action that preceded it	The original design / idea was to add a flag and a count to the Workforce Action Fact table that would designate whether a XFR row occurred for an employee; this was to indicate that the employee transferred from one department to another. Through some discovery from the business (Diane K., Phil K., Lori M.), there are *additional* Workforce Actions that could be entered by units to signify a change in department. Here are some examples (from Diane K. email): "Other workforce action/reason possibilities for departmental transfer: * Position Change/Position Data Update (POS/UPD) * Data Change/Position (DTA/POS) * Data Change/Special Circumstances (DTA/SPC) This is **not** all encompassing, and there may be other Workforce Action/Reason combinations that are being used. In order for the ETL to move forward without having to code for all of these possible combinations, we need a mechanism to identify ANY movement from one Department to another Department.	Per Phil's suggestion, we should build another flag and another count to the Workforce Action Fact that designates when an employee moves from one department to another, *regardless of the Workforce Action* that precedes the movement. The thinking is that by adding an all encompassing flag/designation, we can capture ANY movement of an employee from one department to another, without having to try to encode all of the different rules in the ETL. This will hopefully provide the flexibility to the RPD and OBIEE front end to add filters based on specific Workforce Actions, if we determined that only certain Actions should be included in the counts. But to give the team the ability to move forward, we are thinking that we can just build a flag/count that says "If this employee's previous department doesn't match his current department, then it is a transfer."
Employee Turnover dashboard	For the version 2.0 of the *Employee Turnover* dashboard, we will be including information regarding **Internal Turnover**, which is movement of employees within the University	The original metric that was going to be used to show the movement from one Department to another Department was the "Department Transfers Count", which is based on the XFR Workforce Action. This was based on the thinking that the report outcomes should match the *Employee Terminations and* ***Transfers Out*** dashboard (just as a starting point). However, with the new flag/new count being added to F_EMP_WKFC_ACTN fact, Phil K. made the decision that **ALL internal movement** should be accounted for in the Turnover Rate calculation.	Instead of using the "Department Transfers Count" metric that is based on JUST the XFR Workforce Action, the Internal Turnover calculation should be based on the metric that is all encompassing; ANY movement of an employee from one Department to another should be considered part of the calculation. Danny to build the 2.0 version of the reports using "Department Transfers Count" metric in the meantime, and then switch to the new metric once it is available.

s_pay_check_snap, s_um_employees_snap, s_um_pay_calendar_snap	These tables are not used. These processes were created in the beginning of the project - when there was a possibility that may need to go back when snapping data and recover data in the past - this has never been done and it is now certain it will not be a practice of PJC to ever do that. PJC process when snapping data is to leave data in the past as-is or empty/null and going forward snap the new field/data.	These processes are currently running in PJC batch - a couple of the tables are quite large. The tables will not be used and furthermore, when turning over to Ops Support - they would be a source of confusion if still running.	Disable this process in batch. In December 2020, do one more checkin and if have not been used, permanently remove from batch.

Person Age and Person Exact Age in common dimensions	PJC needs the age data elements -- Person Age and Person Exact Age -- in D_HR_CMM_PERS by Sept 1 for the first Fall snapshot required for OIR. It is unlikely these age data elements will be in the common dim in time for PJC to meet this deadline.	One option is to calculate age in the RPD until these elements are avaiable through D_CMM_PERS. The problem with this approach is that the table cannot be snapped with these new data elements.
		
		CDL has already incorporated these elements in PERS_DEMO for PRESENCE, using the AGE_AS_OF function. It is possible the age data elements for the common dim will come from CDL. PJC has real concerns about this function.
		- AGE_AS_OF() uses DOD. HR does not think it is a reliable date because it is not a date the University tracks. People typically die after they terminate or retire and the U does not track DOD after one has left the U. If there is a Benefits purpose for the DOD to be populated for the employee or survivor, there may be a DOD entered.
		- In this function, if the DOB is null, then the age is zero. In such a case, PJC thinks age should be a true null to accurately reflect the age and this is the EDMR standard (see https://docs.google.com/document/d/1hlegnYKHxzptzBeS7088YUe-bXnEA_I5Ac79wa_1kGY/edit).
		- In the function, it assumes that the '1900-01-01' DOB is a alternate default value for missing DOBs and therefore, will assign an age of zero. This is a problem since there have been employees at the U in which '1900-01-01' is a true DOB. Numeric default values for age -- such as zero or 999 -- will falsely the report of a calculated age such as the age mean or range.
		- Using this as a virtual function for a column makes it challenging for ETL to troubleshoot. Since the age calculation is simple and the common dimension is a daily trunc and reload, the better approach would be to incorporate the calcuation in the ETL processing.
		- If the this function changes, how would users like PJC know?
		- PJC recalls that there was a decimal issue in the calucation of age, where it populates nenagive age.
		
		This is the AGE_AS_OF function CDL uses:
		`CREATE OR REPLACE FUNCTION UNIVERSAL_INTEGRATION.AGE_AS_OF(`
		`    Date_of_Birth IN DATE,`
		`    Date_of_Calculate IN DATE`
			Because of the issues mentioned, PJC will build the two age data elments in the D_HR_CMM_PERS so that it can be snapped beginning September 9 in prep for the official Fall snapshot on October 21. ETL will build the age data elements in D_HR_CMM_PERS allowing the ability to snap this table. Age will be null if the DOB is missing. The DOD will not be used in age calculation because it is not a reliable DOD. When the AGE data elements become available in the common dim, PJC will retrofit it.
			
			Issues related to the use of the AGE_AS_OF function and default values for age, DOB, and DOD will be forwarded to data modelers in an email for condieration.

Position data in PJC Operational Subject Area	Allowing the ability to report using data from Position dimension and existing Fact tables **not related to Position**	In order to be able to report using data from the Position dimension (D_POS) and the other fact tables (F_EMP_HC_FTE, F_EMP_CMPNT_PAY, F_EMP_WKFC_ACTN), we would need to put the Position SIDs on all the facts. However, if a user needs to report on historical data related to a Position Number (i.e. "What is the historical pay rate for this position?" or "Who were the most recent incumbents for this position?"), they can and **should** use the Position Number coming from the Employee dimension (D_UM_EMP) and not from the Position dimension (D_POS). This is because the historical information of a position is being captured in D_UM_EMP because any of the positions in the Employee dimension have had incumbents assigned to them.	In order to minimize the risk that users grab data/attributes from D_POS and inadvertently try to use them with metrics from the other Facts, we will keep the objects related to strictly Position data (D_POS, F_POS) separate from all of the other facts currently in the PJC Operational subject area. Note: this does not mean that data/attributes being pulled from D_POS and F_POS will not interact with the other dimensions in the subject area, including the HR Department Hierarchy, the Date dimension, and the Employee dimension. Indeed, this is already happening on the *Positions and Incumbents* dashboard. When building out the documentation for using the Position in ad hoc, Danny will add some screenshots/instructions on what happens when mixing columns from Position (D_POS) and from one of the facts that is not tied to position (like Headcount and FTE); the results will return 0 or NULL values.

Position FTE for Position data	Calculating FTE for a particular position	There is a need to calcuate the FTE for a particular position, but without the use of our normal business rules/logic for FTE or using the Headcount/FTE fact table. Our normal business rules / calculation for this field are the following (thanks Winny!): IIF(PAY_GRP_CD = 'PLH' OR --academic temp casual TMP and less than 9 month EMP_CLAS_CD = 'TMP' OR --temp/casual (JOBCD_GRP_CD = 'ST' OR JOBCD_GRP_CD = 'NA') ,0, --student workers and NA STND_HR_AMNT / 40) "We cannot use the same business logic to calculate FTE on Position because paygroup, empl_class, and jobcode_group only exist in Job data and not Position. This becomes especially important with paygroup PLH (e.g. Academic Temp Casuals) whose Position may have std_hours of 1-40, but we are setting all paygroup PLH (hourly or less than 9 month appointments) to 0 FTE." - DK Refined calculation based on clarification from Lori Mein: if standard hours <= 0.25 set Position FTE to 0 else standard hours/40 (DK 6/8/2020)	We need to calculate this field** using Standard Hour Amount (Standard Hours) from D_POS, and perform this calculation in the RPD: IIF(d_pos.stnd_hr_amnt < 1) ,0, d_pos.stnd_hr_amnt /40) ** *It is possible that the Position FTE will be different value than FTE but this is to be expected because, for example, we default all paygroup PLH to 0 FTE on d_um_emp, etc.* "We can create a Calculated Term for "Position FTE" which will have a different calculation/definition than Full Time Equivalent (FTE). I think for the Position report/dashboard, we should display the "Position FTE" along with all the other Position data" - DK Refined calculation 6/8/2020: IIF(d_pos.stnd_hr_amnt <= 0.25) ,0, d_pos.stnd_hr_amnt /40)
F_EMP_WKFC_ACTN and Full Data Set	Default filters for ad hoc reporting	For consistency in our ad hoc reporting environment, we will keep the following filters defaulted in the RPD: WKFC_ACTN_EFF_DT >= TO_DATETIME('2015-04-06', 'YYYY-MM-DD') AND WKFC_ACTN_EXPIR_DT <= CURRENT_DATE D_UM_EMP"."JOBCD_GRP_CD" IN ('AA','AP','FA','CS','LR','GA','PT') D_UM_EMP"."EMP_CLSS_CD" != 'TMP' D_UM_EMP"."EMP_STS_CD" IN ('A','L','P','W') D_UM_EMP"."ZDEPTID" != 'Z0387' In the ETL, these are the default filters: ROW_CURR_UNQK_FLAG=Y SRC_UPDT_CD<>D	For the vast majority of users, they will be able to use the *Workforce Actions* dashboard to identify workforce actions performed on employees for any point in time from April 2015 to current date. For any users that would require their own ad hoc analysis of this data (which may require additional manipulation or a specific set of business rules), they would likely be a "power" user that already is familiar with the Full Data Set functionality, which has been in place since it was released in Summer 2019 (need to confirm this date). To maintain a consistent user experience, we will keep the Full Data Set "unfilter" in the Workforce Action Fact, and leave it defaulted to our "Active Employees" filter criteria; NOTE: this is not "Currently Active Employees" but active employees as of date of workforce action. Therefore, this is a similar set of criteria being used to filter our Headcount and FTE and Normalized Hourly Pay Rates fact tables EXCEPT that it is not limited only to the Current Row but includes all effective dated rows. We can explain in our help documentation that pulling in the Full Data Set will remove all filters. Note: the data in the Workforce Action fact is **not** the same as the Headcount and FTE fact table; we are not filtering on the MAX Effective Sequence in the Workforce Action fact, which is why we are able to pull in all the rows for a particular employee. This is also the reason that we can count each indvidual Workforce Action being performed on an employee
Inernet_ID and Institutional Email Address	Exposing these two columns in RPD	These two columns were brought into D_UM_EMP and D_UM_EMP_SNAP some time ago. As we wrap up remaining columns sourced from UMEMPLOYEES and needed for ad hoc reporting, we could now expose these columns in PJC Operational and PJC Snapshot subject areas until these can be re-sourced from Common Person Dimension.	We will now expose these columns in PJC Operational and PJC Snapshot subject areas until these can be re-sourced from Common Person Dimension.
Entered in Error (EIE) rows	Workforce Action of EIE may impact workforce action analyses. There are an average of 475 EIE rows each year entered by units.	Some additional info on what these EIEs are from Lori Mein: -These are records that have been set up incorrectly for a number of reasons (e.g. EMP vs POI, UMN vs UNS, UMN vs UMP, built on wrong emplid, etc.). -These records are usually (but not always) terminated on same effective date using effective sequencing although in some cases if the employee has been paid on that record, the termination effective date will be a later date	We will continue to do nothing to code around entered in error (EIE) records at this time. This may come up again during Retention and Attrition as we get feedback from HR Advisory group.

D_UM_EMP_SNAP and EEO Goal Setting dashboard	Due to some significant performance issues on the *EEO Goal Setting* dashboard, we have to move a CASE statement on the EEO Job Group Code column from the RPD to ETL. However, we have a production migration/release scheduled for 03/16/2020, and therefore need to have data available in D_UM_EMP_SNAP in production for the 03/11/2020 Snapdate.	We can include the CASE statement logic for the EEO_JOB_GRP_CD on D_UM_EMP prior to the 03/11/2020 snap date; this will then "snap" this data and have it included in the D_UM_EMP_SNAP for 03/11/2020. This will be done in the lower environments / non prods, including DEV, TST, QAT. However, we also need have this data available in production, but we will be unable to migrate the ETL code to production until Thursday 03/12/2020.	We will migrate the code to production as per our normal process; however, we will also manually load the data into D_UM_EMP_SNAP for 03/11/2020, to have this data available in production for the *EEO Goal Setting* dashboard to use. We will be performing rigorous testing of the dashboard and the table following the changes to confirm all is well. Update: DK 3/12/2020 - If Mike needs the EEO_AVAIL data for Fall 2019, we can provide it directly from EDW sql/results here: https://docs.google.com/spreadsheets/d/11cI0jQZBtl4UIcQtfa_HqqrVy5qSX9_66p_6tq4b_B4/edit#gid=400165187 Mike can export the data directly from the dashboard beginning Fall 2020 https://umanalytics.umn.edu/analytics/saw.dll?Portal&PortalPath=%2Fshared%2FHuman%20Resources%2FPrivate%2FEEO_AVAIL%20Faculty%20%26%20Staff
Pay Indicator field in D_UM_EMP_SNAP	There is a requirement for OIR ad hoc reporting to have the ability to filter/subset the employee population based on "paid in the previous pay period." (DK identified in consultation with Abdel that RPD would not work as designed during KTT testing of Total Salary Columns on 2/29/2020.) This is also a requirement for the Temp Casual / Student Workers headcount dashboard that will be developed shortly.	In the PJC Snapshot subject area, the "Pay Indicator" field/column **only** exists in F_EMP_HC_FTE_SNAP, and does not reside in any other dimension or fact in the subject area. This causes an issue with the "Total Compensation" fields required for OIR ad hoc reporting; these fields are sourced from F_EMP_COMP_SNAP, which does not have the indicator available. See the screenshot for what happens in OBIEE when trying to filter on this field. In order to get this working as expected, we need to create the "Pay Indicator" field and make it availabe in D_UM_EMP_SNAP; this will allow the same functionality of switching between "Employee Received Pay" and "All Active Employees" across all of the facts & dimensions in the PJC Snapshot subject area.	We will create PAY_IND in D_UM_EMP_SNAP. More importantly, we need to have this data available for all existing/previous snap shot dates; this means we will need to manually load the PAY_IND field for ***all snap dates*** starting on 04/11/2018 and forward. We have the values available from F_EMP_HC_FTE_SNAP, since we have been capturing this on the fact starting from our first snap date, so we can use this to verify the correct counts for each snap date. (Winny/ETL - 3/13/2020) To get the PAY_IND value for all snapshots - was able to use the existing logic - which uses D_PAY_CHECK_SNAP in the flip process and also added that logic to the existing SNAP process for D_UM_EMP_SNAP
Payroll Acctg Shared Objects	Default values across pillars	PJC to complete ETL updates to ensure all data conforms to new EDMR cross pillar data standards for Payroll Accounting Subject Area Rapid Prototyping Team	Standards will be applied to five objects (D_PAY_GRP, D_ERN, D_CMPNY, D_EMP_CLSS, D_COMP_FREQ) prior to migration to production and to D_POS. Other PJC objects will not be updated to '-' default until that object requires further development. Cross Pillar Blank and Null Value Default Standards: https://docs.google.com/document/d/1hlegnYKHxzptzBeS7088YUe-bXnEA_I5Ac79wa_1kGY/edit The default values for Dimension and Fact table columns are: String- '-' single dash Numeric Defaults - 0 Dims/attributes: 0 Fact: 0 or true NULL value Dates PeopleSoft Date Fields (i.e Repeat Date, Job Code Start Date, University Start Date) Blank Dates in PS should be true NULL value

D_HR_CMM_PERS_SNAP	Employee with Disability Indicator and Employee Protected Veteran Indicator was not availabe in D_CMM_PERS in time for Pay Period Fall 2019 snapshot.	In order to give Mike K. the headcount information required for availability for EEO Goal Setting, we had to populate data in D_HR_CMM_PERS for Pay Period 9 Fall 2019 Snapshot.	Manually loaded D_HR_CMM_PERS_SNAP for October 23, 2019 Snap date with "Employee with Disability Indicator" and "Employee Protected Veteran Indicator" fields filled in with 'Y' values for employees/emplids identified by Diane K. This was validated against legacy DW and confirmed in the first end as well. One note: any employee without one of these indicators was **intentionally** left blank. For all ongoing Snapshots of D_HR_CMM_PERS_SNAP, indicators will contain 'Y' and 'N' values as per the normal process.
D_CMM_PERS	Additional fields are being added to this dimension under 2 separate SDLCS. 160330 - Add DOB & Age to D_CMM_PERS 161651 - Update D_CMM_PERS with Employee Indicators DOB & Age need rework - see notes from 1/14/2020. 581 rows with incorrect DOB_DT	Discussed with Paul Voklmuth that we should only migrate SDLC 160330 at this time. Since Employee Indicator is currently needed for the EEO dashboard. We do not want the inaccurate DOB_DT and subsequest age calculationsdata migrated to prodction. When needed, this work can be resumed.	Paul agreed, we should only migrate employee indicators to PRD at this time.
Workforce Action Fact	Max effective sequence logic affecting the Average & Median Calculated Annual P12 metrics	The Average & Median Calculated Annual P12/P10/P09 metrics had a piece of embedded logic leftover from the initial design. The code was: MAX_EFF_SEQ = "Y" This lead to issues with the metric displaying empty values on certain rows where the Calculated Annual P12 value did not reside on the MAX EFF SEQ row. Screenshots of the issue are available here:	Decision was made to remove max effective sequence = "Y" logic, and metrics were retested without any issues. We also confirmed that these metrics had not previously been used for any existing report (in QAT) and thus no impact would be made to any production dashboards.
PJC Shared DIMs with Payroll Accounting	D_CMPNY, D_COMP_FREQ, D_EMP_CLSS, D_POS and two more from S_EARNING_TBL and S_PAYGROUP_TBL. Discussion was around Informatica batch and the dependency between PJC batch and Payroll accounting batch	All PJC DIMs created currently are Type1, trunc/reloads. Discussion was around how the payroll accounting fact would access these DIMs. Would Payroll Accounting Fact store the SIDs in the FACT? If so, would need to either wait for PJC to finish or PJC would need to provide an NKSID that does not change? How would the dependency be handled? Type 2 design was brought up - this would cause the NKSID to stay same unless total reload was done; Also, discussed was keeping a Type1, Trunc/Reload - but use the Natural Key value - that would not change - but would need to add some logic if the Natural key was not found (0 SID logic). Both these - would then remove the dependency between batch - with the understanding that Payroll Accounting does need PJC to load these DIMs.	Decision was to connect DIMs in RPD via Natural Key value where row_curr_flag = Y. This will eliminate the dependency on batches.
D_PAY_PRD_SNAP_DT	The dates that are being used within the snapshot subject area, are coming from the Headcount and FTE snapshot fact. We now need to connect the Pay Components fact with the snapshot dimensions as well, since we need to do some calculations based on this fact table. Hence the need to use a common PJC snapshot time dimension, rather than using the fields from the Headcount and FTE fact.	A common PJC Snapshot time dimension should be use to connect the 2 fact tables in the snapshot subject area. It is not a good practice to join facts with facts. In order to have a better model in place within the RPD, we would require to create this common object, which will address all the dates for the snapshot subject area.	Create a new PJC Snapshot time dimension for the snapshot subject area, and connect all the snapshot facts through it.
Headcount and FTE Snapshot	Slight discrepancy between OIR and PJC headcount https://docs.google.com/spreadsheets/d/1gcnCEjbkjZVLCsOkUBVAQGfYj0MxjLwWYqB-NYglrt8/edit#gid=0	The difference is that yesterday (day before snapshot) at 5pm when UMEMPLOYEES job ran, these employees were still Active and show up as "Current" status flag. That is what populates legacy data warehouse, PS_DWHR_JOB and PS_DWEO_PERSON_PRIM_JOB tables. UM Analytics jobs run at 4am (day of snapshot). So at that time, these terminations were the current row. So they dropped off because empl status was not A,L,P,W (Active, Unpaid Leave, Paid Leave, Short Work Break)	OIR will remove 3 terminated emplids for FY20 and 2 suspended/terminated employees for FY19 so that OIR headcount matches PJC. PJC will continue to inform OIR of emplids to be removed each snapshot until if/when ours replaces theirs.

Non Institutional Base Salary (Addl Pay) Subject Area	We are ready to release the *Non Institutional Base Salary (Addl Pay)* subject area to UM Analytics production for ad hoc users.	The final modifications to the subject area are as follows: * Remove "Date" folder * Create "Additional Pay Date" folder ** Pull in all time related fields from F_EMP_ADDL_PAY and place into this folder * Move HR Dept Hierarchy inside HR Department Hierarchy (Addl Pay) folder. ** This hierarchy is related to the employee's **job record** ** Add "(Job Data)" as appendix to each of the hierarchy fields to help differentiate This is the MVP for this subject area, and **can** be updated during any of the regularly scheduled migration windows. We can place the data into the environment and obtain feedback from our ad hoc user groups.	
New columns added to a Snapshot	We discovered 8 fields that differ in NULL settings between D_UM_EMP and D_UM_EMP_SNAP (NOT NULL vs NULLIABLE respectively), from a technical verifcation.	Prior to **<rough date>**, when a new column is added to an existing _SNAP table, the default value for the new column, for previous snaps, is set to a true NULL. Therefore, the column needs to be set to NULLABLE to allow this. The default values after <date> changed to a space for string columns and a zero for number columns. Simone, Winny and Monica thought we should document this process in the decsion log for record keeping purposes.	Per Winny and Monica, when a new column is added to an existing _SNAP table, ETL uses the flip process to retain original data while adding new columns. The flip process is described below, using D_UM_EMP and D_UM_EMP_SNAP, as an example. 1. Rename D_UM_EMP_SNAP to D_UM_EMP_SNAP_OLD. Therefore, the table with the name D_UM_EMP_SNAP no longer exists. 2. Create a new D_UM_EMP_SNAP table structure with the new field. No rows of data is added here, just the structure. This is to add the new column. 3. For existing columns, ETL manually runs an INSERT script to populate D_UM_EMP_SNAP with data in D_UM_EMP_SNAP_OLD. 4. For the newly added column, a. prior to **<rough date>**, the column is set to a true NULL (e.g., no spaces) for previous snaps and the column is set to NULLABLE in the _SNAP table and b. after **<rough date>**, the column NULL setting is the same as the associated table and the default column values is set to 1) space (' ') for a string and 2) zero for numbers.
S_EMPL_CLASS_TBL S_COMPANY_TBL D_POS D_POS_SNAP	For their reporting needs, Payroll Accounting requested for HR data elements from PJC regarding: paygroup position company earning code employee class frequency (compensation) Most of the objects are already available in our dimensions and facts. The additional work entails adding two new staging tables and also adding two new data elements to and updating the business logic for	On 11/19/2019, members from HR/Finance/OIT teams met to discuss cross-pillar data sharing, specifically HR data that Payroll Accounting needs for their reporting purposes which were outlined in a Functional Design provided to PJC product owner Phil Klein. Eduardo then provided a list of Payroll Accounting HR data needs (see https://docs.google.com/spreadsheets/d/1uN3af2w5CxJSExkEfuPOuBZ3ADcaQ-P8-3qcjlPtTNA/edit?ts=5de7ca5a#gid=0) which Phil, Diane and Winny reviewed and provided their comments. 11/21/2019	From the PJC planning meeting on Dec. 4, 2019, Phil and Diane shared with the rest of the PJC team the additional work for Payroll Accounting reporting needs and the team identified the work that needs to be done. 1. Create 2 new staging tables for PS_EMPL_CLASS_TBL and PS_COMPANY_TBL. For the staging table S_COMPANY_TBL, all records from PS_COMPANY_TBL are pulled in except for COMPANY = 'UMP'. 2. For existing D_POS and D_POS_SNAP table: a. Change population filter from COMPANY = 'UMN' to COMPANY <> 'UMP'. b. Pull in 2 more fields from staging S_POSITION_DATA into dimension: Business Unit and Position Pool ID
D_POS_SNAP	There was no data available in D_POS_SNAP for our Fall 2019 Pay Period 09 Snapshot. We **were** able to capture data in D_POS_SNAP for 11/06/2019.	We need position data available in D_POS_SNAP in order for us to report on position data for Fall 2019 Pay Period 09 Snapshot and to be able to join to different dimensions in the PJC Snapshot Subject Area.	HR team requested that a manual copy of the 11/06/2019 snap data be used for the Fall 2019 Pay Period 09 Snapshot date, which is 10/23/2019. We understand that this was a manual process and that we may have missed a few positions if they were newly created on that snap date but we will capture all changes going forward.

Human Resources - Non Institutional Base Salary (Addl Pay) Subject Area	We will create a new subject area in UM Analytics for our MVP release of Non Institutional Base Salary (Addl Pay) data into ad hoc.	The reasoning behind putting it as a separate SA is so that our power users that want to combine the data from IBS and Non IBS have to make a conscious decision to pull in two subject areas and combine reports. We don't know what the business cases are for creating this type of reporting and if we release what we have in today into the environment, there is the potential for users to get confused or even report using bad data.	Once we have exposed the new subject area to production (following release of Departmental Non IBS), we can give our user base some time to build their own reports with the data available in ad hoc. We can then circle back with our advisory group and get their input on how they report on these things together. This will hopefully provide our team some clarity around what exactly is needed for the front end which can help inform our thinking for how to design a technical solution to combine the different fact tables together.
Archiving/Truncating Staging Table Data	Stage tables - (especially S_UM_EMPLOYEES and S_PAY_CHECK) are doing change/data capture for every column in source table. If the Stage table is used as a source to a DIM/FACT, PJC batch is processing/sorting all these rows of data several times within Informatica. At the rate of the growth of these stage tables, PJC batch performance will degrade and eventually will not be able to process the table with current process. The DIM process would need to be be re-designed and re-tested.	Currently PJC DIMS and FACTS are only using current corrected data from staging tables (src_updt_cd = I). All staging tables are capturing changes daily (src_updt_cd = i, D, U.) As an example, S_UM_EMPLOYEES currently has over 6,000,000 rows where src_updt_cd <> I - none of these rows are currently being used. S_UM_EMPLOYEES has approximately 850,000 rows of data where src_updt_cd = I - these are the rows that are used.	Setup a process to archive **all** PJC staging tables in an archive table (src_updt_cd <> I). In 6 months and/or at the end of project - revisit whether we need to continue to archive and keep this data or can just delete.
PJC Snapshot Subject Area / D_HR_CMM_PERS_SNAP	In order to validate the Fall 2018 and Spring 2019 snapshot Headcount and FTE data with Demographics, we need to have Ethnicity and Legal Sex data for Fall 2018 and Spring 2019 employees	We do not have snapshots of D_HR_CMM_PERS for Fall 2018 and Spring 2019, since we are only going to start collecting snaps of this dimension starting with 08/28/2019 and forward. In addition, the Common Person dimension still has a lot of inconsistencies in the data, so it cannot be trusted as a source of truth until the defects are fixed. However, our Demographics SMEs would like to perform some validations with what we have in UM Analytics today. In order to do so, we'll need to port in Demographics data into the PJC Snapshot Subject Area.	As a workaround and while we wait for both the Common Person dimension to be fully vetted and D_HR_CMM_PERS_SNAP to be built, we are going to connect the PJC Snapshot Subject Area to D_HR_CMM_PERS in the interim. We will use the same JOIN logic and join on emplid for now. Abdel will create a new object in PJC Snapshot that will only be used as a temporary solution. This is a standalone object that will be removed when D_HR_CMM_PERS_SNAP is up and running, and when Mike/ have completed their validations comparing to Legacy DW.
Common Person Dimension	What fields should be brought into PJC	Initial testing of Common Person Dimension (phase 1) uncovered issues with name fields that we aren't using in PJC. Discussed with PO and understanding was we'd only bring in the fields we need for PJC.	We will bring in only the fields we are using in PJC or anticipate we will need for future development to support our users. We will not be including these fields from D_CMM_PERS in D_HR_CMM_PERS: PRM_FULL_NM DSPL_FST_NM DSPL_MI_NM DSPL_LST_NM DSPL_FULL_NM

D_HR_CMM_PERS & D_UM_EMP	OIR requires a "Full Name" field in the PJC Snapshot subject area for one of their reporting needs. In order to build a "Full Name" field in the PJC Snapshot Subject Area, we will have to create a custom field concatenating "Last Name", "First Name" and "Middle Name". There is a sync issue in "Display Name" between Peoplesoft CS and Peoplesoft HR, which is the source for "Display Name". See Error from test plan for Common Person below: From test plan (case V21 and V17) FAIL DK 8/19/2019 (9141 mismatches) example: select * from ps_hr.ps_names where emplid=1542131; Hall,Becky (not Hall,Rebecca Ann) THIS IS A DATA SYNC ISSUE BETWEEN CS AND HR 6071 errors when comparing DSPL_FULL_NM to ps_cs.PS_NAMES.name CS is the system of record for names. When CS/HR split Oracle provided different formatting of ps_names.NAME between databases resulting in sync issues.	There is a sync issue in the "Display Name" between Peoplesoft CS (Student) and Peoplesoft HR. Since Peoplesoft Student is the "source" for the name fields in **D_CMM_PERS**, PJC product team took the decision that we would not use following fields from **D_CMM_PERS** (source for **D_HR_CMM_PERS**): DSPL_FST_NM DSPL_MI_NM DSPL_LST_NM DSPL_FULL_NM In **D_HR_CMM_PERS**, the only fields that we kept are: PRM_FST_NM **(not being exposed in PJC Subject Area)** PRM_LST_NM **(not being exposed in PJC Subject Area)** PRM_MI_NM (in "Employee" folder as Middle Name) Also as a result of this, we kept the following fields in **D_UM_EMP**: LST_NM_TXT (in "Employee" folder as Last Name) FST_NM_TXT (in "Employee" folder as First Name) From test plan (case V21 and V17) FAIL DK 8/19/2019 (9141 mismatches) example: select * from ps_hr.ps_names where emplid=1542131; Hall,Becky (not Hall,Rebecca Ann) THIS IS A DATA SYNC ISSUE BETWEEN CS AND HR 6071 errors when comparing DSPL_FULL_NM to ps_cs.PS_NAMES.name CS is the system of record for names. When CS/HR split Oracle provided different formatting of ps_names.NAME between databases resulting in sync issues.	In order to minimize the work required to create the "Full Name" field, we will just create a field in the repository concatenating "Last Name" (LST_NM_TXT), "First Name" (FST_NM_TXT), and "Middle Name" (PRM_MI_NM). This requires no ETL work and can be done in the presentation layer of the RPD.
HRPublicSensitiveConsumers and HRPrivateConsumers Roles used for OBIEE	In ETL - what to use when retrieving the userid from PeopleSoft for these roles? Alter_emplid in d_um_emp or ps_pers_data_effdt? Should oprid be used?	ps_pers_data_effdt gets the alter_emplid from setup of PERSON in PeopleSoft. This would be the most up to date data for this field. d_um_emp is pretty good - but will at times not have the latest data - as a job change must be triggered before s_um_employees gets updated with latest alter_emplid (so if change for alter_emplid - may be out of date until Job change) Gail mentioned that sometimes there are several oprid's for an emplid and wasn't sure about using that. Also, had a discussion (Winny) with PSoft Developer (SueW), Finance Manager and CRM Manager - they all agreed that should use alter_emplid from ps_pers_data_effdt. After that meeting - I asked DianeK and PhilK to confirm this (see note below). **Update 08/01/2019**: DianeK and PhilK met with Joe Walsh from HRMS and he confirmed that the alter_emplid in PS_PERS_DATA_EFFDT is the right field to be using for security (vs OPRID).	Get alter_emplid in ps_pers_data_effdt (max effdt <= sysdate)
HRPublicSensitiveConsumers and HRPrivateConsumers Roles used for OBIEE	What users should be in HRPublicSensitiveConsumers and HRPrivateConsumers Roles?	What users must be in these roles for the control needed on the dashboards in PJC. HRPrivateAuthors inherit HRPrivateConsumers inherit HRPublicSensitive inherit PublicAuthor inherit PublicConsumer - this inheritance is done in OBIEE RPD. What is additionally needed per Ed/Abdel is the users must be present in the roles that are checked controlling Dashboard viewing.	For HRPrivateConsumers users- ETL will load HRPrivateConsumers (per Business Requirement) + HRPrivateAuthors For HRPublicSensitiveConsumers users - ETL will load HRPublicSensitiveConsumers (per Business Requirement) + HRPrivateConsumers + HRPrivateAuthors Only need this for these two roles. HRPrivateAuthor, PublicAuthor and PublicConsumer remain As-is.

Employee Groupings	The Employee Grouping folder in the PJC Subject Area may cause confusion for ad hoc users	The Employee Grouping folder contains many of the same columns/items that exist in Employee, Job, Workforce Action, etc. This table is also stand alone in the environment and therefore not connected to any fact table or other dimension. This may cause confusion for our users in ad hoc that try to create their own report using columns from the Employee Groupings folder and columns from any other folder in the environment. Abdel has also raised similar concerns about having this object in the ad hoc environment without it being connected to anything for the same reasons as above - it will lead to	1) We will hide* the Employee Grouping folder in the HR - PJC Subject Area in all environments so that users cannot access them for ad hoc reports. 2) We will only deploy the *Employee Groupings* dashboard to HR Public as a reference dashboard/table. This will replace the existing Google sheet that Diane has been updating manually. * If we get numerous requests from users to have this added to the ad hoc environment, we will revisit this.
Additional Pay Fact	How will we determine employee is included in pay period based on empoyee status A (Active) or P (Paid Leave)	Discussed with PhilK during Sprint Retrospective/Planning 6/13/2019	Only one change - the ETL will check the Pay Begin Date and Pay End Date to see if an employee is A, P. If the employee is active EITHER dates (Pay Begin Date or Pay End Date) the Additional Pay data will be brought into fact.
Additional Pay Fact	How will we determine employee is included in pay period based on empoyee status A (Active) or P (Paid Leave)	Discussed during Sprint Retrospective/Planning 5/30/2019	A,P will be based on the pay end date; e.g., pay period 7/1-7/14 employee terminated 7/5: 1) up until 7/4 employee is active as of 7/14 (pay end date) and included; On 7/5 employee is inactive as of 7/14 (pay end date) and excluded 2) WILL include current pay period
Additional Pay Fact	PayGroup associated with Additional Pay - or how to determine the pay calendar / pay periods for the this fact. What criteria will be used to determine if an employee is Active per Pay Period?	What PayGroup do we need to determine the Pay Period for each employee Additional Pay What criteria will be used to determine if an employee is Active per Pay Period?	Per PhilK and DianeK, all PayGroups that are used - have the same begin and end date for the pay period. P12 is the default pay group for the UofM. So, in otherwords, just get a distinct pay begin and end date and really just remove any joining to PayGroup and/or keys for s_um_pay_calendar. So for this fact - just create a "virtual table with Pay Periods per University". Also, per pay period - the pay_end_dt will be used to determine 1) if an employee is A/P (active) so this status will be based on pay_end_dt. Also, HR_ORG will use pay_end_dt to determine Hierarchy per pay period. The understanding is - the slice of time per row of data will be by pay period and using pay_end_dt for slice
HRPublicSensitive Role	There is a need to create a specific employee grouping, which we are labeling "HR Public Sensitive", to only expose employee information to a select group of users. This information has been labeled as "sensitive" data and should not be exposed to the entire University committee.	Here is the main criteria for this role. They must be an ACTIVE employee (Empl Status = 'A', 'L', 'P', 'W') and are a member of: 1. HR Private Consumer **OR** 2. Fit it one of the these three categories - Workforce Category = UM18 - Job Family Code = I - College Admin Unit = TOHR	**Current solution**: We will build filters on the front end of the Employee Job History report based on the USER id of the person logging in. We grab the user's ID using a session variable in OBIEE, and then essentially creating a decision tree. Scenario 1: If user is part of HRPublicSensitive, they have access to everyone's data, and can enter any emplid and get data back. Scenario 2: If a user is NOT a part of this group, they will still have access to their own employee information, and therefore when they enter their OWN emplid, data will be displayed. Scenario 3: If a user is NOT a part of HRPublicSensitive, and they try entering an emplid that is not their own, they will get DENIED and no data should populate. The filters are based on a report that is created in OBIEE, that looks at the criteria mentioned in Column C and determines if the user belongs to the "HRPublicSensitive" group. It does this by looking @ the USER and then comparing it against the list of internet IDs in this group. **Long term solution**: This will be much like the current solution, but will also include those users that are in the HRPrivateConsumer role, and this list of users will come from the RPD as a stand-alone object. The filters on the reports will not change, just where we are getting the list of eligible internet ids.

D_EMP_JOB_HIST_PRE_20150415	A new object was created in EDW, D_EMP_JOB_HIST_PRE_20150415, for Employee Job History Pre-ESUP (prior to April 2015); this object is what will be used to report on an employee's job history pre 2015. When exposing this data to the ad hoc reporting environment, we may have users that want to report across the two dimensions; the issue that this raises is the fact that the data is not 1-to-1 and many of the attributes (job code, workforce category, emplid record, etc) do not exist in the pre ESUP data. Therefore, trying to report with both objects requires knowing the specific nuances in the data sets and pretty likely mapping between them that is ***outside the scope of this epic*** .	In order to achieve this functionality on the front end / existing Employee Job History (HR Analytics), a new subject area or new folder containing the data from this object will need to exist in the RPD, so that the dashboard can display results from both dimensions. We will NOT expose the data to ad hoc until a later date, once we have worked through some of the nuances / differences between the two data sets. When we do, we will have to educate users about not trying to tie metrics across the two.	We will create a new Subject Area AND new folder in the existing Human Resources - PJC Subject Area in the RPD, labeled **Employee Job History Pre 2015**. This provides us some flexibility later on if we decide to merge or change objects.
PS_DWEO_PERSON_PRIM_JOB_HS	INC2140259 Diane Kistler requested a DBLINK between EDW and DWE to test/validate PJC snapshot data and OIR's DWEO table	In collaboration with Mark Skweres and DBAs it was determined a DBLINK is not possible for individual user account and I cannot be given one of the two available user roles used by ETL developers. T3 Business Intelligence production support team suggested copying the needed table into EDW staging. This solution was approved by Mark Skweres and all involved in 4/4/2019 meeting documented in SN ticket. https://umnprd.service-now.com/nav_to.do?uri=%2Fincident.do%3Fsys_id%3D426f57f6dbf62708824320854b961940%26sysparm_stack%3Dincident_list.do%3Fsysparm_query%3Dactive%3Dtrue	T3 Business Intelligence will create copy of PS_DWEO_PERSON_PRIM_JOB_HS in EDWQAT environment. It will be overridden twice a year at time of Spring and Fall snapshots. The table has an archive date for these two pay periods and currently as 392882 rows. Approximately 44,000 rows are added each snapshot. Andrea Sins will create table today 4/10/2019. No ETL columns will be added. Will be direct copy and name of table will be maintained.
Compensation data in ad hoc - production release	Confirm the targeted 3/31/2019 date for production migration of all objects related to releasing the Compensation data to Human Resources - Position, Job, Compensation Subject Area; this scope of work encompasses ETL, RPD, and catalog migrations	Go or no go	All team members are a go, provided there is no last minute changes or requests from our soft release users
Employee Job History Data	We discuss during the Epic 14 sizing whether we should pursue an MVP of Employee Job History containing both Data sets (Esup and Pre Esup) or doing preparing this dimension to work with the entire Subject Area to be able to produce reports across the two datasets	Scope of the new Employee dimension holding the History of employees pre April 6 2015. Phil specified that is not of our interest to make any current Dashboard to work across both datasets - other than using these objects standalone to display the Employee Job History. In the future we may need to make this work with our current facts for Adhoc but as for now is not clear, it may be we do not even need a FACT at all - this is all up for discussion. We discussed whether this is going to be a new Subject Area or if it needs its own Fact table - again this is not in scope for this epic as we are doing MVP. We are clear that if we deliver the MVP, we won't solve the issues of combining this object with other facts.	We are going to model the dimension that holds pre ESUP data from Employees as a standalone object with the sole purpose of being displayed along the D_UM_EMP dimension. In this way, Employee Job History Dashboard will now be able to display this data and later. Ad Hoc behavior will be dicussed later - as PhilK does not know at this time what is needed. For now, any other analysis won't be possible between this standalone object and any other dimension or fact. Doing so it will produce an error in the front end. If in the future a "trending" report is intended to be done across these two datasets, a huge amount of modeling, rework and analysis will need to be done.
F_EMP_HC_FTE F_EMP_COMP F_EMP_CMPNT_PAY Full Data Set Unfilter	In the RPD, we are excluding any "F"uture dated rows because we only include the records from 04/06/2015 to current date only. Therefore, if a user builds a report using just the employee dimension, they will get all history, and future dated rows as well. However, when you pull in the HR Dept Hierarchy or Date, which interact with the Fact tables, any future dated rows will be excluded from the result set	After speaking with the Product Owner, we determined that future dated rows would not need to be included in our current reporting structure, as this data has not been prioritized or asked for. As an additional clarification, PJC is only reporting on "Active" employees; future dated job rows are not yet for "employees" who are active so they should not be included.	We will keep the existing filters on the RPD, that exclude any "F"uture dated rows and only capture rows from 04/06/2015 -> today's date
Full Data Set Unfilter	If using only columns that are being sourced from D_UM_EMP, like any of the attributes that do not come from a Fact table, the Full Data Set unfilter is basically redundant because the data being returned is unfiltered	To avoid confusion for our users when building an analysis, it makes more logical sense to place this "unfilter" in the fact table folders, since they should only really need to use this when invoking a metric from the fact table	Remove the "Full Data Set" unfilter from "Employee Flags" folder under "Employees", and instead place it in the Fact - Headcount and FTE, Fact - Normalized Pay Rates & Fact - Institutional Base Salary folders This can be revisited if we get user feedback that this is too confusing to understand

JOB_CATGY_DESC D_JOB_CD D_UM_EMP	Job Category column/field was originally sourced from the D_JOB_CD table as a result of a decision made from one of our original modelers, in the event that we needed a separate dimension for attributes related to an employee's **job**	There is **no** separation between ad hoc reporting and what is being displayed in the HR Public dashboards; any metrics, any attributes, etc. are and **should** continue to be common across both, or users have the potential to report data that does not match what has already been vetted and defined by the business community. We wanted to change the source of the Job Category Description column from D_JOB_CD to D_UM_EMP for two reasons: 1. D_JOB_CD was only being used for this one column and thus was basically a redudant table 2. In order to get the three fact tables to work together in the HR Subject Area, we needed to change the source of Job Category to D_UM_EMP; the Headcount and FTE fact table was joined to D_JOB_CD in the repository but the two remaining fact tables were not joined. If we changed the source of the column, we would avoid the need to create joins for the remaining two fact tables to D_JOB_CD just so that Job Category could interact with them	Job Category must be sourced from D_UM_EMP for ad hoc querying and the existing dashboard reports; testing was done on the front end to confirm no impact to repointing the column to D_UM_EMP. In addition, we can take advantage of the massive production refresh that will take place as a result of releasing Compensation to ad hoc, as we will be migrating ETL changes, RPD changes, and dashboard changes all together.
S_UM_EMPLYEES_SNAP and S_PAY_CHECK_SNAP	These tables are getting very large in DW_COMMON schema - which could cause space issues for processes during batch. Currently S_PAY_CHECK_SNAP is 104 GB and S_UM_EMPLOYEES_SNAP is 3.4 GB.	Per PhilK and Diane - these tables are needed for project in case there is a need to go back and capture the data. Here is the proposed solution to Tony and Ashwini that was approved by PhilK: 1) Create a static table in DM_BACKUP <table>_2018 that would have allthe data per table thru 2018 and would just stay in this SCHEMA so project can use these as needed. 2) Remove that 2018 data from DW_COMMON <table>_SNAP table and then allow HR batch SNAP process to continue adding to tables throughout the year. 3) If need be - create another <table>_2019 table at end of 2019 4) At project end - these tables can be re-evaluated with regard to retention.	Presented proposal to TonyS and Ashwini. They would like us to go ahead with proposal and also add a backlog item to move these tables into DW_STG. Agreement was to put on as a backlog item and pick up discussion, change and approval when we could.
FACT table Snapshots	In an effort to make a more expansive set of data, we will be removing population filters from the three fact tables (f_emp_cmpnt_pay, f_emp_comp, f_emp_hc_fte). Do we do the same to the Snap tables for these same fact tables (f_emp_cmpnt_pay_snap, f_emp_comp_snap, f_emp_hc_fte_snap)?	We should retain the filters in the SNAP because our past SNAP table data was based on those population filters.	Our product owner Phil stated that we should retain the population filter in the snap tables exactly as is.
JOB_CATGY_DESC D_JOB_CD D_UM_EMP	Job Category column/field was originally sourced from the D_JOB_CD table as a result of a decision made from one of our original modelers, in the event that we needed a separate dimension for attributes related to an employee's **job**	The Job Category column was being referenced in the Employee Headcount and FTE by Job Category dashboard. So there was already multiple report dependencies on this column. We wanted to change the source of the Job Category Description column from D_JOB_CD to D_UM_EMP for two reasons: 1. D_JOB_CD was only being used for this one column and thus was basically a redudant table 2. In order to get the three fact tables to work together in the HR Subject Area, we needed to change the source of Job Category to D_UM_EMP; the Headcount and FTE fact table was joined to D_JOB_CD in the repository but the two remaining fact tables were not joined. If we changed the source of the column, we would avoid the need to create joins for the remaining two fact tables to D_JOB_CD just so that Job Category could interact with them. However, a valid concern was raised by the PO that we did not want to change/affect anything on the dashboard/front end, since there were existing reports pointing to this column. It was originally planned to keep both connections in place to minimize this potential impact.	Source Job Category from two tables - D_JOB_CD for the dashboard reports, and D_UM_EMP for ad hoc querying.
AdHoc for PJC/Rolling up IBS by Deptid	Need to rollup IBS by deptid. Cannot do that with current Fact (F_EMP_CMPNT_PAY) (this requirement is coming from the PJC SG)	What needs to be done to be able to rollup IBS by deptid?	Add deptid to Fact (F_EMP_CMPNT_PAY). This will allow deptid rollup to be done. The Components of Pay Fact (F_EMP_CMPNT_PAY) contains detail with relation to an employee. Also, the the Components of Pay Fact (F_EMP_CMPNT_PAY) contains detail with relation to a department. These are separate but equal relationships.
AdHoc for PJC/Rolling up IBS by Deptid	Need to sum/Aggregate annual rate in Compensation, need total Components of Pay (which is the annual rate)	What need to be done to get total of Components of Pay - and then link to individual Components of Pay report?	Add annual rate to compensation fact (F_EMP_COMP). The annual rate has all the calcuations done in PS and is the field needed here. This is the grain to report employees annual rate (combines all IBS components of pay for the emplid||empl rcd || deptid with headcount AND FTE.

AdHoc for PJC	Employee population is different in HeadCount and Component of Pay Fact - therefore resulting in unexpected output	What is the different employee population for each Fact (F_EMP_HC_FTE, F_EMP_COMP and F_EMP_CMPNT_PAY). Why is it different? Can it be the same - or will always be different?	Change Employee Component of Pay (F_EMP_CMPNT_PAY) fact to have the same employee population as the other two facts
AdHoc for PJC	Employee population for Facts - for AdHoc	Should we have <fact>_ALL which does not have any filters applied. Allow the RPD create and/or filter out as needed. Is this a way to keep employee population same for AdHoc?	First will implement changing F_EMP_CMPNT_PAY to match employee population of the other two facts. Time permitting - create a <fact>_ALL table for all the facts - and get it into TEST for Eduardo and Danny to prototype and look at. UPDATE: after further review and testing we are going with <fact> _ALL table and no need to implement first changing F_EMP_CMPNT_PAY to match employee population of the other two facts. They WILL match in that all filters (except company=UMN) will be removed
AdHoc for PJC	About combining HC, FTE and Tot Components of Pay metrics at the DEPTID Level	Are we going to support combining all three metrics? FTE, HC, Components of Pay at the DEPTID Level?	No, Only HC and Total Components of Pay. Adding a summary of FTE at the DEPTID level along with the other two metrics is not required at this time per Business and will not work with current design. (FTE is not assigned at component of pay level when an empl rcd has multiple components of pay on same empl rcd - FTE is std_hours/40 for the empl rcd.) Training will include this language so that users don't expect these three metrics to work together. Picture attached as a reference. If FTE is needed - additional design and analysis will be required to substitute what is currently used will be needed.
Retention of Data	It has come to our attention that EDW is running out of space due to large size of tables. PJC tables that were identified as very large were : S_UM_EMPLOYEES, S_UM_EMPLOYEE_SNAP, S_PAY_CHECK_SNAP	Do we need all the data that is currently being captured in the SNAP tables as well as the Staging tables. What is the retention policy ?	Phil and Diane confirmed that PJC/HR does need the <table>_SNAPs data. There may be a time when we can get rid of them - but that would be after the project is complete. At that time, we could revisit the SNAP tables and their data. With regard to S_UM_EMPLOYEES table which is a staging table, Phil and Diane do not feel we need to continue capturing this data as we have the SNAP table, however, they did want analysis on AD-Hoc - to verify whether users are using the "changed" data. Winny will work with Ed to capture Ad-Hoc queries and how the PJC data is being used on front-end (OBIEE) and get back to Diane and Phil - go from there
Regents' Professorship Pay	Apostrophe is problematic in RPD	Apostrophe is present in our column name and other definitoins that refer to what is included in various compensation values. We did not include the apostrophe in the s_comp_ratecd_tbl so it will not display in the detail section of Component of Pay but will display with apostrophe on top: Total Regents' Professorship Pay.	We will maintain the apostrophe in our approved definition and on dashboards. We will NOT include the apostrophe in the RPD/ad hoc folder column name.
Compa Ratio Dashboard	Removal of Compa Ratio dashboard from all HR Analytics environments until the completion of the Market Refinement project		Removed dashboard from QAT/DEV and will leave one version of the dashboard in TST
IBS Components of Pay	Problem with App Engine code for the total columns on UM Employees that sum AAA, FAA, INCR, REGENT amounts across all active job records and then places that amount on all job records (related to zeroing out values on terminated or ZNP rows on only the empl rcd tied to the rate code vs. all empl rcds when there are multiple appts)	HRMS will create PFM to fix the code problem with App Engine. ETA unknown. INC2090074 has examples of employees whose total salary amounts on UM Employees table does not match current amounts of components of pay. It appears the problem may be with the app engine not zeroing out the inactive salary amount on ALL empl rcds.	HR Analytics will not use these columns but instead will calculate these total amounts directly ps_compensation table.
IBS Components of Pay	UM_TOT_BASE_SALARY on UM Employees sums amounts of BASE/HRLY across all active job records and then places that amount on all job records. The App Engine is calculating this value as expected. Paygroup PLH and ZNP are excluded.	This column is used by legacy DW users (e.g. OIR for gov rptg) to report total base salary and should be used in HR Analytics pending data validation. All data issues found were data entry issues and corrected by WFDM.	UM_TOT_BASE_SALARY will be used for IBS dashboard where job_indicator=P (primary job will be used to select the value only once for an employee)
Employee Job History Report (HR Analytics)	The original design of the report included two columns from the HR_ORG dimension, ZDeptID and DeptID; because the HR Org joins with the FACT table, we're only getting the max effective sequence rows for each employee, when we should be capturing ALL effective date/effective sequence rows	Create the report using only the fields from the D_UM_EMP dimension, by replacing the ZDeptID and DeptID fields in the report to point to columns in D_UM_EMP. In the longer term, we have to determine how to address this with ad-hoc reporting; users may create their own queries using the HR Hierarchy and might "miss" these effective sequence rows	We are implementing this temporary fix in all environments (DEV, TST, QAT, PRD) after only originally implementing this in QAT/PRD; we will investigate other methods of building the reports in the mean time Eduardo and Danny will investigate possible workarounds in the RPD / front end
Validation queries for the HR Dashboards	When querying the database directly, if you leave out any element that the dashboard is using, i.e. the HR_ORG dimension, the D_UM_EMP dimension, or the FACT tables, you may get counts/data that do not match what the dashboard is displaying		Include all related objects in validation queries for all environments
Data As of Date	Currently our dashboard/reports display today's date minus 1	Should we base Data As of Date on driving Fact? ETL developers are creating back up process in case of batch failure, RPD/dasbhoards will use previous day's Facts and Dimensions.	Will pull from driving Fact (CREAT_UPDT_TMSP)

Compa Ratio	Removal of Compa Ratio data from all HR Analytics dashboards until the completion of the Market Refinement project	Product Owner discussed with PJC Steering Group 10/15/2018	-Compa ratio data will be removed from all HR Analytics dashboards until the completion of the Market Refinement project -Compa Ratio will be built into all applicable dashboards, but not displayed -Compa Ratio info will be included in soft releases and removed for production releases (WILL NOT INCLUDE IN HELP DOCS) -The Compa Ratio dashboard will be soft released, but not released to production -Compa Ratio data will NOT be available in ad hoc reporting -Dashboard deployments will continue without presentation of Compa Ratio information to the HR Leads (SG requested no deployments occur until HR Leads could be informed)
Employee Groupings	OHR and Lincoln Kallsen have been meeting to evaluate when to use various employee groupings, what questions the various groupings are meant to answer, etc.	Discussions are ongoing re: Job Category, Job Code Group, Cost Benchmarking Categories, IPEDS, Job Family, Job Family Reporting Group, etc.	-The SG approves the recommendation to combine Job Code Group and Job Category into a new Job Category -The SG approves the recommendation to display the new Job Category and not to display the Job Code Group and the IPEDS Operational Codes employee groupings
HR - PJC Subject Area	Ad hoc users may get confused when building reports using HR data and trying to join dimensions/facts from "Operational Data" and "Snapshot Data"	Divide the current HR Subject Area, Operational Data and Snapshot Data, into two subject areas	Create a new subject area labeled "Human Resources - Position, Job, Compensation - Snapshot"
HR - PJC Subject Area	HR Dept Hierarchy modifications	1) To conform to standards with Finance, the concatenated fields will be renamed "College/Admin Unit Code - College/Admin Unit Description", etc. 2) The sorting will revert to hierarchial (i.e. Campus --> VP(HR) --> ... --> Department 3) The D_HR_ORG dimension will be modified in the RPD (or ETL) to only include current descriptions	Awaiting confirmation from our user base but consensus from the group is make these modifications
HR - PJC Subject Area	Update FTE definitions to provide more clarity for users	Remove: Full Time Equivalent at Employee level for Primary Job Replace: Full Time Equivalent at **HR Department Hierarchy level** for Primary Job.	See discussion points
HR - PJC Subject Area - Snapshot Table	Snapshot Date renamed Pay Period Snapshot Date - snap_dt will be renamed pay_prd_snap_dt in EDW per recommendation from EDMR	Update "Snapshot Date" to "Pay Period Snapshot Date" in Presentation Layer	See discussion points
D_UM_EMP	IPEDS Code too vague per Data Governance	Rename IPEDS Primary Job Assignment Code and revise definition in RPD only - no change to field name in EDW	See discussion points
D_UM_EMP	Rename Mid Rate Hourly Amount	Rename Midpoint Hourly Amount in RPD - no change to field name in EDW	See discussion points
HR - PJC Subject Area	Employee Record Number and Cost Benchmark Code have the wrong data type in the presentation layer and are coming in with decimals	Remove decimals from Employee Record Number and Cost Benchmark Code	See discussion points
All HR Dashboards and Reports	VP (HR) needs to be distinguished on every report and prompt per EDMR recommendation to differentiate from Finance VP units	Update every report/dashboard currently in production to include the new VP (HR) column name	Updated in all reports
All HR Dashboards and Reports	Is "Data as of" date accurate? Specifically for Employee Job History, Employee Detail Reports, etc.	"Data As Of Date" needs to get updated to be "sysdate" minus one day	Consensus is that Data As of Date should be sysdate-1 (based on lineage of source UM Employees table)
All HR Dashboards and Reports	Prompts need to be updated for existing HR Dashboards to match consistent use and feel	Need to change any existing dashboards from OBIEE default to "Left Justified" per EDMR guidelines/best practices	Prompts need to be Left Justified for any new HR Dashboards going forward
All HR Dashboards and Reports	Date formatting needs to consistent for all reports	Discussed and confirmed the removal of time stamp by default **Old format**: 1/8/2018 12:00:00 AM **New format**: 01/08/2018	All date formatting should be "MM-DD-YYYY" and will be done on the **front end by dashboard developer**

PS_Compensation	need to exclude private practice income (UMP)	are other comp rate codes used for company UMP? --comp_ratecd other than PPI in company UMP select count (distinct c.emplid), comp_ratecd from ps_compensation c, ps_job j where c.emplid=j.emplid and c.empl_rcd=j.empl_rcd and j.company='UMP' group by comp_ratecd	Only need to exclude PPI (any other comp rate code used for UMP is data error) select * from ps_compensation where comp_ratecd<>'PPI' Update 6/5/2018 - we need to exclude any compensation associated with company UMP job records. Confirmed sql with John Raj. Todd will do rework needed.
PS_ADDL_PAY_DATA		Need to exclude UMP additional pay	we need to exclude any additional pay associated with company UMP job records. Confirmed sql with John Raj.
PS_UM_EMP_COMP	need to exclude company UMP data	is PPI comp rate code only used for company UMP? --PPI in company other than UMP select count (distinct c.emplid), comp_ratecd, company from ps_compensation c, ps_job j where c.emplid=j.emplid and c.empl_rcd=j.empl_rcd and j.company<>'UMP' and c.comp_ratecd='PPI' group by comp_ratecd, company	Only need to exclude company UMP (any other company with PPI is data error) select * from ps_um_emp_comp whre company<>'UMN
Snapshot Fact Table F_EMP_HC_FTE_SNAP	We left out "Pay Period" as a column and thus had issues setting up a prompt on the front that combined "Snap Date" + "Fiscal Year" + "Pay Period"	Should we add "Pay Period" into the ETL for the "Snapshot" Fact so that we can get this information?	We will be adding "Pay Period" into the F_EMP_HC_FTE_SNAP on the ETL so that it flows down to the RPD and the front end to set up the prompt, as well as having "Pay Period" as a "slice" available for adhoc users
HR Batch	SLA and HR Batch Notifications	What is agreed upon time for HR batch to complete. If HR batch should fail - what is the conditions for notifications and paging.	SLA = 8AM HR Failure = Next business day Paging = If HR Batch Fails - a job runs M-F at 6AM and will page on-call person.
Snapshot	How many pay periods will we take snapshots of each year?	End user input identified primarily use pay period 9 and 21; pay period 16 also used by one person for annual renewal of the EEO Compliance Certificate. Suggestion to snap each pay period.	We will take snapshot of all 26 (or 27 some years) on pay_end_dt + 10. For minimum viable product, initial intention is to display only Pay Period 9 and 21 on dashboard and have other pay period snapshots available for ad hoc reporting for those with Author role.
PS_PAY_CHECK and PS_UM_PAY_CALENDAR	Off Cycle activity happens and can have impact on tables we are snapping.	Do we need to account for post-snapshot off cycle activity?	We do not need to account for post-snapshot off cycle activity. If employee was paid in the pay period at the time of snapshot, they will be reflected in HR Analytics as having recieved pay.
Release 2 HR Hierarchy Prompts	Displaying historical descriptions of deptid, um_zdeptid, um_college, etc. presented complexities not able to be resolved during Sprint 13 for Soft Release 2 on 4/9/2018.	Various options identified on 4/2, evaluated and tested 4/3-4 (second week of Sprint). ~~1. Cancel the Soft Release until after Phil K. gets back to walk him through the issues we're seeing and come to a consensus on how to move forward.~~ 2. Push ahead with the Soft Release #2 next week and deliver our MVP for the "Any Date" functionality - we give users the "current" Department Long Descriptions but the data being returned will be the Headcounts and FTE for that Department ID on that day. Decision to move forward with MVP 4/4/18. Scheduled team debrief with Phil K for 4/12/2018.	Team consensus was to move forward with Release 2 on 4/9/18 with MVP for Sprint 13 and use feedback from soft release team to determine if this is what they are expecting to see or not. 10/23/2018 Revisited this decision as a team to confirm NHBR counts were correct. Determined DK query needs join to D_HR_ORG and VP selected from dimension vs. fact to match dashboard. Also confirmed front end/OBIEE only uses row_curr_flag='Y' and hr_org_nk_sid joined between d_hr_org and d_um_emp (not using hr_org_sid on front end but Nancy left that in for potential ad hoc/point-in-time usage).
HR RPD	When you receive a "character mismatch" error in OBIEE, it is being caused by concantenation fields in which the strings are complex. This issue will only present itself if you are using a **reverse** drill down in your hierarchy	*ORA-12704: character set mismatch*	Perform the concantenation on the RPD
D_JOB_CD	RPD Developers want to know whether using the current values from the Job Category will suffice for displaying in the front end	Field is being calculated in the JOB_CD dimension, but is also being represented in the FACT in the column JOB_CATGY_DESC	We will just pull what is in the table and display that in the prompts and/or reports
PS_PAY_CHECK and PS_UM_PAY_CALENDAR	Highly sensitive data in ps_pay_check - (SSN). Question was whether to bring into staging table	Should highly sensitive data such as SSN should not be brought into DWH.	No. Nancy will be following up with PhilK to get a complete list of highly sensitive data fields
PS_PAY_CHECK and PS_UM_PAY_CALENDAR	When creating DIM - information from these two staging sources - how will data be joined?	Is there one main driver? Can we use one as main driver (ps_pay_check) and lookup for the other information (ps_um_pay_calendar)	Yes - S_PAY_CHECK is main driver for DIM - with a lookup to S_UM_PAY_CALENDAR. There is a change on a reload the s_um_pay_calendar would change for historical data - but unlikely as this data does not chagne
SNAPSHOT DATE SID	Need a date SID for SNAPSHOT date on Snapshot tables?	Per Ed - would be good idea to add this for front end.	Add date sid for SNAPSHOT date

Highly Restricted Data	Need verification that we will not be hosting any Private-Highly Restricted data in EDW staging or main tables.	Link to list of Private-Restricted and Private-Highly Restricted data: https://policy.umn.edu/it/dataclassification-appa	We will not be hosting any Private-Highly Restricted data in EDW staging or main tables. e.g., SSN. Also UMP data will not be in EDW.
Updates about migrations	Unplanned ETL migrations can affect the data the users see on the dashboard.	Send email notifications to PJC team 24 hours prior to the migration.So that BAs can communicate with users about any outage that may occur due to the migrations	Email notifications will be sent by ETL developers about ETL migrations 24 hours before the migrations and other email notifications about the status of the migration process.
Snapshot	Timing of snapshot	Discussed in March 20 PO meeting	Will maintain practice to create snapshot 10 days following pay period end date (aka pay day Wednesday after batch processing completed)
Scope	Epic 1 Release of Snapshot data was defined as going back to 2015 (start of PeopleSoft). This is not possible to do.	Discussed in March 19 SG meeting.	Scope updated to collect snapshots from April 2018 forward only
Scope	Epic 1 Snapshot use cases call for 3 snapshots per annum.	Discussed in March 19 SG meeting.	Scope updated to collect snapshots at each pay period - 26 snapshots per annum
Scope	Epic 1 scope does not include providing HC and FTE information for employees who received pay, this is a newly identified user requirement	Discussed in March 19 SG meeting.	Scope added to include reporting that provides HC and FTE information for employees who received pay
F_ANY_DATE_CORR_SNAP	For advanced ad-hoc reporting and ability to count how many departments, ZDEPTs, College/Admin Units, and VPs there are at any point in time, we need to include additional fields in the new FACT table	add required fields to the FACT and enhanced FACT tables so the RPD can expose these columns (if needed)	Added the following fields to the Release 2 FACT table. **DEPTID** --Department **ZDEPTID** --ZDEPTID **CLLG_ADM_UNT_CD** --College/Admin Unit **VP_ADM_UNT_CD** --VP **CMP_CD** --Campus **CURR_EMPLID** --EMPLID for the current row, and if it is not the current row, then
Dashboard	How will we display data and the names for each object in the HR Hierarchy, based on the dates that a user selects?		For Dates, it will drive the rest of the "Prompts" - the default will be "Current Date", but if a user selects a "Date", then the departments being displayed will change
F_DLY_HC_CORR_SNAP & F_DLY_CORR_SNAP_ENH	Unable to properly calculate the count of distinct employees at each level of the HR Hierarchy for "All Jobs"	add required fields to the FACT and enhanced FACT tables so that the RPD could do the calculation of distinct employees at each level of the HR hierarchy; the RPD needs to concat the emplid with each respective HR column to get the right counts	Added the following fields to the FACT and enhanced FACT tables. **zdeptid** --ZDEPTID **cllg_adm_unt_cd** --College/Admin Unit **vp_adm_unt_cd** --VP **cmp_cd** --Campus
D_HR_ORG	As per current design, the EFF_STATUS is not being brought into the dimension.Also EFF_STATUS field is not in the View that we are using as a source to this dimension PS_UM_DEPT_TREE_VW. So, the potential issue is - that the DIM has ROW_CURR_FLAG=Y for departments that are inactive - cannot tell just by looking / querying DIMs - which of the ROW_CURR_FLAG = Y are Active and which are InActive.	There are current rows with inactive departments. This is correct in the DIM - just not able to query which ones are inactive/active because the eff_status field is not part of dimension	Go with current dimension as is for release 1. The current day fact will only bring in departments that have an emplid attacted to it and cannot assign assign a emplid to an inactive department - so should be good..We need to have further discussion for later facts.

D_JOB_CD	Confusion around how to pull the descriptions from other effective dated source tables.	What if max effective dated row has SRC_UPD_CD = D.Should we skip the row with SRC_UPD_CD = D and look for the other row where SRC_UPD_CD = I.Should we pick the max effective dated row or calculate the range when that row is active	Decided to not to bring the description from S_JOB_FAMILY_TBL and S_US_SOC_TBL.So these two tables will be removed from the modeling as wells as ETL process.We are only bringing the descriptions from S_XLATITEM_HR and S_UM_JC_CAT_FLAT.Decision has been made to pick the max effective dated row to bring the description.If the max effective dated row has SRC_UPD_CD = D then consider the previous row with SRC_UPD_CD = I and EFF_STS = A.
D_UM_EMP	Delete the fields which are not required and field name changes	Delete the fields that are not being used and rename the fields with incorrect names	Delete the fields from D_UM_EMP dimension and the fact F_DLY_HC_CORR_SNAP (FTE_AMNT,CMBN_FTE_AMNT, PAY_PRD_NBR) and rename the fields JOB_GRP_CD => JOBCD_GRP_CD JOB_GRP_CD_DESC => JOBCD_GRP_DESC
F_DLY_HC_CORR_SNAP & F_DLY_CORR_SNAP_ENH	Unable to drill down to dept level and get the empl ids	add required fields to the fact which gives the ability to drill down to department level - that being emplid, deptid fields	Add EMPLID and DEPTID fields to the fact
Definition	Should the University allow any employee to be counted as more than 1.0 FTE.	Data analysis showed only 106 EEs with more than 1.0 FTE who are included in the FTE counted population (not student workers, not in PLH). (When we provided the 107 people over 1 FTE, we were still including the "adds to fte actual" in the mix pending Patty Franklin's decision not to. My SQL was using PeopleSoft delivered FTE rather than the final decision to use std_hours/40 regardless of the adds to fte actual. There are not only 107 employees over 1 FTE, there are 284.)	Using the defined calculation, if an employees standard hours eclipses 40 on all their active Job records, that employee would calculate to have an FTE > 1.0. The only employees that fall into this category (if business process is followed) are those full time Faculty members who serve in leadership roles (e.g. Dept Chair, Associate Dean, etc) concurrently. The number of employees in this group should not exceed 150.
Job History	In the HR Analytics database, how far back in history must the Job data go?	Item decision made in the 1/22 PJC SG meeting. Please see materials and notes from that meeting for more detail.	Data back to the Legacy Datawarehouse table change date in 2003 must be converted into the HR Analytics database.
status_flag	Carrying s_um_employees.STATUS_FLAG on D_UM_EMP causing unnecessary rows in the dimension	Discussed with Winny and Sudheer 1/16/18 - seeing rows in dimension where nothing has changed except for the status_flag. Reviewed with Nancy, Winny and Sudheer on 1/17/18 - won't be using this status_flag in the dimension as there are other flags for current and future in the dimension, so recommend removing it.	Remove STATUS_FLAG from D_UM_EMP. Will remain available in the staging table.
Joining effective dated tables for Dimensions	When joining information from multiple effective dated sources how should the effdt influence the data selected.	Discussed with Diane, Winny and Sudheer 1/17/18 - could just pull the most current, This would have a big effect on the inital load of historical data and if and when we had to rebuild the dimension. The data build this way may not reflect the operational history. other option is to match up the most current effdts using the driving tables effdt. This would reflect the operational system.	Decision was to made to match up effdts. It should be noted corrections will affect the results on a rebuild, the newly rebuilt table will have the corrected information on it not necessarily information reflected the first time built.
Team Sizing Estimates	Team came up with a standard size scale for backlog items in PJC.		XS: 1-4 S: 5-19 M: 20-49 L: 50-79 XL: 80+

	Will UM Employees table or PeopleSoft source tables be used as source for PJC?	talk with Joe and Mark to get their input. Then hold team discussion. HRMS input and App Engine rules (added link to decision log 10/11/2018 DK as additional background) https://drive.google.com/drive/u/0/folders/0B8cTe0OxUO9kS245bDB2MktLcG8	11/16/17 - UM_EMPLOYEES will be the source. The team reported that UM EMPLOYEES will be the source in the Sprint Review. To ensure awareness, this decision was weighed with input from OIT enterprise data architecture, HRMS team, ACSC, & Sr. Director of OHR Operations. 10/24/2017 – Team meeting was held. Nancy presented her findings from speaking with Joe and Mark. Pros and Cons of using UM_EMPLOYEES was discussed. It was resolved that the following would take place: 1) We will use UM_EMPLOYEES with the understanding that the table may not contain all the information we need 2) We will stage the UM_EMPLOYEES and all of the source tables used to derive it. 3) Phil K. will bring this to PS owners to let them know of our intentions to use UM_EMPLOYEES and to ascertain if there is a reason to not use UM_EMPLOYEES
Definition	Do we need to calculate FTE based on paygroups (term of appointment)? P09 9 Month Appointment P10 10 Month Appointment P12 12 Month Appointment PLH Under 9, Stu Hrly, Short Term ZNP UMN Not Paid	Is FTE for 9 month employee working 40 std hours still 1 FTE or is it reduced due to 9 month appointment?	Don't need to consider paygroup in FTE calculation and it should be at the Employee level, not job level. Exclude less than 9 month appointments and temp/casual employees.
Paid in pay period	Do we need to include whether a person was paid in a specific pay period in Epic 1?	https://mail.google.com/mail/u/1/?tab=cm#inbox/15fbc46395a38ae1	For Epic 1, we don't care if a person was paid - only that they are active (empl status A,L,P,W). We'll tackle the paid in a specific pay period later (thereby matching what OIR reports).
PJC hierarchy			10/25/17 - We will be using 2 hierarchies; one for Finance and one for HR. The two hierarchies are kept in sync (manually) at the zDeptID and DeptID levels. From the SetID level down to the level above zDeptID, the two hierarchies differ, hence we will need to create a sepearate HR hierarchy in the HR Analytics database.
Type 2 Dimension -when there is Hard Delete on Source	Current design for Type2 dimension - when row is hard deleted on Source - the expiration date in Dimension is CREAT_UPDT_TMSP. The CREAT_UPDT_TMSP is the date that the ETL recognized the hard delete on the source	In the Sources from PS - we are using the PSNAP as ETL source which is a copy of previous day of Production data. So the question was - shouldn't the expiration date be CREAT_UPDT_TMSP - 1?	For now, to remain consistent with the other pillars (Student) will continue to capture hard delete the way it is currently designed. When PIT comes into play - will address at that time.
	Ad hoc end user training	10/11/17 - During the pillar meeting the other OBIEE developers were discussing complexity of training end users for ad hoc report development. The student developers presented their solution (developed by Eduardo) and the resulting complex filtering needed when creating reports. I suggested that the student developers create shared filters vs. having each end user create their own. I was having trouble following the logic so wonder about a new user to OBIEE. Cody also mentioned he is having to create a user guide explaining to users which columns not to report on together due to missing joins. I have asked for their in progress user guides to try and see if we can avoid these situations by learning from their projects and maybe doing our ETL and RPD differently. I mentioned to Phil M that we may want to sit down with Eduardo and see what he's built for student. The goal is to have a simple environment for end users to do ad hoc reporting.	
UM_EMPLOYEES	UM_EMPLOYEES is not scheduled to run in test environment	history should be in sync with UM_EMPLOYEES and the core PS tables.	We will push S_UM_EMPLOEES to production asap.Moving this stage table to production will allow us to test in production prior to full testing in test (testing in production before full testing in test is not the norm). Additionally once all ps core table staging tables are available we will clear records in staging um_employees and start the history for s_um_employees and all ps-core staging tables at same time

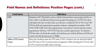
UM_EMPLOYEES & ps-core tables	Not all employees should be processed thru our staging area.	on 11/16/17 Phil K wrote: For UM_EMPLOYEES in the staging environment, only employees whose company="UMN" will be included in the staging um_employees table. For all other tables in the staging environment, all employees whose company="UMP" will be EXCLUDED from all tables in the staging environment	updated data lineage to include filter on company
Ad Hoc Query Tool	Will the team release the ad-hoc query tool with the dashboard in Epic 1 - Release 1?	Discussion in sprint planning on 1/26 -	For now, the team will NOT release the ad-hoc query tool to the pilot group in Epic 1 - Release 1. We can work with the SG, PJC Advisory, and SCRUM team to determine at what point in Epic 1 we will release ad hoc query capability
Employee Name	Will employee name be displayed on dashboards/reports that easily tie to compensation information	Product Owner discussed with PJC Steering Group 10/15/2018. Amy Kucera will get decision from VP HR Kathy Brown	
Ad hoc defaults / filters	Ad hoc user should intuitively experience consistent result between ad hoc and delivered dashboards.		
Join to D_HR_CMM_PERS	Why is common person dimension using emplid as a join condition in RPD?	emplid is a unique field, we don't need to be generating the sids for each record. Performance works as expected. There is no information loss, plus we have an environment friendly dimension.	
Workforce Actions dashboard	1. problem with cascading prompts for Workforce Action and Workforce Action Reason on Workforce Actions dashboard 2. revisit HR Department Hierarchy prompt which is required but not intuitive to user that a value must be selected	**Any of the dashboards that have a date range (Start Date, End Date) will have issues with the cascading prompts because I cannot set a BETWEEN clause anywhere in the prompts - this is a limitation of the OBIEE and there is NO workaround for this.** To use cascading prompts, I have to use one Date from the Day Date dimension - remember, the JOINs between the dimensions are pre-built in the RPD and require the use of the Fact tables, which are ALL based on Any Day (ONE date). This will always be an issue for any dashboard that requires a date range input so going forward I will not use the cascading feature except for the HR Dept Hierarchy	- Remove the cascading prompts functionality from Workforce Actions - Set the default view to pre-select all Campuses
Employee Compa Ratio dashboard	Any day functionality	In resurrecting the QAT dashboard it included any day functionality that was causing unexpected results.	In researching initial design artifacts it was discovered only "Today's Date" is needed. Dashboard will be released with Today's Date for Market Refined Job Families/Job Codes.
Demographics dashboards and detail reports	1. We created multiple versions of Headcount and FTE by various Employee Groupings for broad consumption. 2. New Demographics dashboards will be restricted to smaller population and a different approach is needed to provide those who need specific employee groupings.	Demographics dashboard Summary Info will be in HR Private and detail reports will be even more restricted to HR Private Analytics. Various users need various employee grouping breakdowns but not all are commonly needed. Job Category does provide users the ability to include or exclude Graduate Assistants and Professionals-in-Training which is a more common ask.	Rather than creating multiple versions of dashboards by various Employee Groupings we will include Job Category prompt to enable that breakdown. Other Employee Groupings (Administrative Cost Benchmark, Administrative Cost Benchmark Subgroup, Job Code Group, Workforce Category) will be added to drill through detail reports, along with Job Category, to enable users with HR Private Analytics to export the data, filter, and sort as needed. Detail Reports will be easily manipulated with repeating rows, now merged cells, etc. Export will be enabled at all levels of the HR Department Hierarchy.
Compensation NHBR dashboards additional of Compa Ratio	After market refinement complete previous plan was to add/unhide compa ratio from all applicable dashboards.	We'll need to talk with Compensation team about whether or not they want to display history of compa ratio in "all applicable dashboards" such as Employee Normalized Hourly Base Rate and any other dashboards where it's been built in but hidden. If so, will it be okay to display it as it is reflected in the data, before and after market refinement? Or are they expecting something else, like only displaying compa ratio since market refinement. This would probably require building in effective dates of each job family/job code market refinement as outlined on the help doc under FAQs. For example, Human Resources job families would only display compa ratio information from 8/6/2018.	TBD after market refinement project is completed
Job Family Reporting Group	Compensation requested Job Family Reporting Group be removed from Employee Compa Ratio dashboard and any other dashboards where it is being used. Since creating this reference table (roll up of Job Families for subset of CS/P&A job families) they "have not been maintaining" it as the subsequent Market Refinement Project has shifted job families.	We decided to leave Job Family Reporting Group on all dashboards and will be meeting with Compensation team 3/2/2021 to plan for future longevity of this column/prompt included on several of our dashboards: I have identified these dashboards that include Job Family Reporting Group: Employee Compa Ratio Employee NHBR Job Code Average Salary Employee NHBR Starting Salary Employee Normalized Hourly Base Rate Job Code Groupings Compensation Census (in QAT)	

Entered by	Approved by	Date of Final Decision	Screenshots
Danny M.	PO	preliminary 11/20/2018	
Danny M.	PO	Initial discussion meeting was on 9/24/2019. Discussion with PhilK/DianeK and Project team on discussion points - 10/1/2019.	
Danny M.	PO	Discussed 8/12/2020	

Danny M.	PO	4/11/2018 4/17/2018
Danny M.	PO	10/5/2017 (that is when I had discussion with Mark - decison was made prior to that date)
Danny M.	PO	??
Danny M.	PO	10/09/2020
Danny M.	PO	10/09/2020

Danny M.	PO	8/12/2020
Danny M.	PO	07/16/2020
Danny M.	PO	06/30/2020

Danny M.	PO	06/08/2020

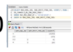


Field Names and Definitions: Position Pages (cont.)

Field Name	Definition
FTE	[illegible]
Add-to FTE Actual Count	[illegible]

Danny M.	PO	04/21/2020
Danny M.	PO	4/16/2020
Danny M.	PO	4/7/2020

Danny M.	PO	03/10/2020	
Danny M.	PO	03/10/2020	
Danny M.	PO	2/20/2020	

Danny M.	PO	02/17/2020	
Danny M.	PO	1/29/2020	
Danny M.	PO	01/28/2020	
Danny M.	PO	1/22/2020	
Danny M.	PO	12/18/2019	
Danny M.	PO	12/16/2019	

Danny M.	PO	12/10/2019
Danny M.	PO	11/26/2019
Danny M.	PO	11/19/2019
Danny M.	PO	11/12/2019

Danny M.	PO	09/18/2019
Danny M.	PO	9/16/2019
Danny M.	PO	08/27/2019
Danny M.	PO	8/20/2019

Danny M.	PO	8/20/2019
Danny M.	PO	7/30/2019
Danny M.	PO	7/30/2019

Danny M.	PO	7/23/2019
Danny M.	PO	6/13/2019
Danny M.	PO	5/30/2019
Danny M.	PO	5/23/2019
Danny M.	PO	05/13/2019

Danny M.	PO	4/24/2019
Danny M.	PO	4/5/2019
Danny M.	PO	03/27/2019
Danny M.	PO	03/26/2019
Danny M.	PO	03/26/2019
Danny M.	PO	03/19/2019

Danny M.	PO	03/11/2019
Danny M.	PO	3/8/2019
Danny M.	PO	3/5/2019
Danny M.	PO	03/05/2019
Danny M.	PO	2/14/2019
Danny M.	PO	2/14/2019

Danny M.	PO	2/14/2019
Danny M.	PO	2/14/2019
Danny M.	PO	2/14/2019
Danny M.	PO	1/15/2019
Danny M.	PO	11/30/2018
Danny M.	PO	11/30/2018
Danny M.	PO	11/9/2018
Danny M.	PO	11/9/2018
Danny M.	PO	10/23/2018
Danny M.	PO	10/23/2018
Danny M.	PO	10/16/2018

Danny M.	PO	10/15/2018
Danny M.	PO	10/15/2018
Danny M.	PO	09/06/2018
Danny M.	PO	09/04/2018
Danny M.	PO	09/04/2018
Danny M.	PO	09/04/2018
Danny M.	PO	09/04/2018
Danny M.	PO	09/04/2018
Danny M.	PO	09/04/2018
Danny M.	PO	07/02/2018
Danny M.	PO	07/02/2018
Danny M.	PO	06/28/2018
Danny M.	PO	6/11/2018

Danny M.	PO	6/5/2018
Danny M.	PO	6/5/2018
Danny M.	PO	5/24/2018
Danny M.	PO	5/17/2018
Danny M.	PO	5/7/2018
Danny M.	PO	4/20/2018
Danny M.	PO	4/5/2018
Danny M.	PO	4/5/2018
Danny M.	PO	04/03/2018
Danny M.	PO	03/27/2018
Danny M.	PO	3/23/2018
Danny M.	PO	3/23/2018
Danny M.	PO	3/23/2018

Danny M.	PO	3/23/2018
Danny M.	PO	03/22/18
Danny M.	PO	3/20/18
Danny M.	PO	3/19/18
Danny M.	PO	3/19/18
Danny M.	PO	3/19/18
Danny M.	PO	02/28/2018
Danny M.	PO	02/28/2018
Danny M.	PO	2/20/2018
Danny M.	PO	02/14/2018

Danny M.	PO	02/14/2018
Danny M.	PO	02/14/18
Danny M.	PO	02/14/18
Danny M.	PO	1/24/18
Danny M.	PO	1/22/18
Danny M.	PO	1/17/2018
Danny M.	PO	1/17/2018
Danny M.	PO	11/17/2017

Danny M.	PO	11/16/2017
Danny M.	PO	11/15/2017
Danny M.	PO	11/15/2017
Danny M.	PO	10/25/2017
Danny M.	PO	1/29/2008
Danny M.	PO	
Danny M.	PO	

Danny M.	PO		
Danny M.	PO		
Danny M.	PO		
Danny M.	PO		
Danny M.	PO		
Danny M.	PO	01/13/2021	
Danny M.	PO	2/17/2021	
Danny M.	PO	2/17/2021	https://docs.google.com/presentation/d/1xtzXyR8l71I1MJHwYEE5bAQZGLM-mEREYO8P3fhaa2w/edit#slide=id.p2
Danny M.	PO		
Danny M.	PO		