Functional Spec Details - TRI0015

Functional Overview

The FMR Loan feedback program will be a weekly update of US partner's loan payments. This specification outline the requirements for the inbound loan data feed from Fidelity to Starbucks.

During processing the loan payments, the savings team wants to treat approved and unapproved LOAs differently in reference to the partner's loan payments. They want to have partners that are on an unapproved leave to have loan payments posted/taken for all payrolls during that leave, and accrue the payments that can not be taken. Partner's that are on approved leaves, should have loan payments taken on any pay they receive, but not to accrue. For both types of leaves, the payments should take what is available. This is currently achieved using 4 wagetypes and the interface assigns loan payment to the correct wagetype based on the type of loan and the leave, partner is in.

Current Functionality(AS-IS)

Partner Selection Criteria

The partners come from the input file and then validated to belong to US personnel area identified from table T500P using country grouping "10".

Functional Logic

Fidelity will send a loan deduction file to Starbucks payroll on a weekly basis, currently scheduled for pick up on Saturday mornings. The inbound file will be in text format with a header, detail records and a trailer record, with the following information at a high level:

- Partner number and SSN
- Plan type and loan ID
- Transaction effective dates
- Partners pay period deduction amounts and goal amounts

The detailed information of the file layout and mapping logic can be found in the data mapping section.

The Fidelity Feedback (Loan Deduction) File will be a delta [Changes only] which means plan record will be sent for a partner if that specific plan type had a change since the last file. For a new deduction, 3 records will be sent for a partner

- Record type "1" - Record which indicates the deduction amount and first payment date, updated in IT 0014
- Record type "2" - Record which indicates the principle amount and interest, total of which is updated in IT 0015
- Record type "3" - is currently not used in Starbucks processing.

File will have a single deduction record with zero in the transaction amount, in case a deduction needs to be delimited. So a partner could have anywhere from 1 to 3 records sent on the Loan Feedback file.

The file is processed for US Partner workforce only. Personnel Areas for the country US is identified from the table T500P and used for Partner selection. Additionally, to skip non-partner workforce [NPW], configuration for is maintained in ZSIPARAMS table. Non Partner workforce includes CWs [identified using employee groups] and Pre-Hires [identified using personnel areas]. Please refer to the Dependencies section for the values maintained in ZSIPARAMS table to enable the filter logic in program.

The table below illustrates the wagetypes to be assigned in each Infotype for Loan type and employee leave situation.

Loan Type	Employee Status	WT IT0014 - Deduction	WT IT0015 - Balance
General	Active or Unapproved LOA	1610	1611
(LOAN02)	Approved LOA	1630	1631
Home	Active or Unapproved LOA	1620	1621
(LOAN01)	Approved LOA	1640	1641

Desired Functionality(TO-BE)

IT 0019 will no longer be in use for identifying Approved or Unapproved LOA. The logic needs to be updated as follows

- *Identify if partner is on LOA from STAT1 field of IT 0000 [Customer Specific status] - Not from Employee group field in IT 0001*
- *If on LOA, check for the corresponding LOA start action. Map the LOA start action-action reason combinations in ZHR_PARAMS table to denote if it is an Approved LOA or Unapproved LOA*
- *If the action-action reason is mapped as Approved LOA, continue the logic for approved LOA. Otherwise, continue the logic for unapproved LOA.*
- *The selection screen will have Application Server and Local Desktop radio buttons to determine whether the input file is coming from AL11 or Presentation Server.*
- *An Overwrite Date checkbox is added to the selection screen to make the Run Date field as editable so that the user can pass the date required.*

For partners in LOA, the leave type is currently identified using IT 0019. If subtype "60" is updated, it's an Approved Leave but if subtype "61" is updated, it is Unapproved leave. In case employee is on LOA but IT 0019 is not updated for the dates, it is considered as an error and written to the Spool output.

The start date of the deduction is identified using first payment date in the file and the partner's pay cycle as on the run date. The deduction should begin on the first pay cycle of partner for which payment date [check date] is on or after the loan deduction date as per the file. The effective begin date of deduction record will the start date of that pay cycle.

The file will have records with repayment amount as Zero when an employee Pays Off the loan or is terminated or there is a change in status. In case if we are getting zero record when employee is has no status change or terminated, the existing records need to be delimited. The end date of the active deduction is identified using the partners pay cycle [as on the run date] or termination date from IT 0041 [Date type "U3"] in case of termination. The end date will be either the previous pay cycle end date or the termination date whichever is earlier. When there is a change is LOA status of the employee, the existing loan records need to be delimited with the previous pay cycle end date and new records with correct wagetypes and same amounts need to be created effective current cycle begin date.

Once the file is processed, the file dates are updated in TVARVC table to check for duplicate file in subsequent interface runs.

Configuration/Tables Updated

Table TVARVC is updated with the file period every time the interface runs, so that during the subsequent execution, interface can check for duplicate file from Fidelity. Please find the value mapping for the fields below.

Field Name	Description	Value Mapping
NAME	Name of Variable	"ZPBN_FMR_LOAN_IN"
TYPE	Type of Variable	"S"
LOW	Low value	Start Date in File
HIGH	High Value	End Date in File

Table ZPBN_LOANS is updated with Create and Delimit wagetypes for all scenarios. Please refer spreadsheet below for the values maintained.

TRI0015 ...ANS.XLSX

Table T51P1 is updated with the deduction to balance wagetype mappings as part of payroll configuration.

Data Mapping

The output file includes a Header record, Detail records and a Trailer record. The structure and detailed mapping logic is outlined below.

- Header: refer to mapping sheet below
- Detail Record: refer to mapping sheet below
- Footer: refer to mapping sheet below

TRI0015 D...ping.xlsx

Dependencies

- It is mandatory to have an entry in the table TVARVC for the interface ZPBN_FMR_LOAN_IN, else it will throw an error
- Table ZSIPARAMS needs to be maintained for ineligible partner identification, the table entries are recorded in the spreadsheet below

TRI0015 ...AMS.XLSX

Go Live Considerations

Pending Questions?

Jira Link

🔲 **PAYSIM-520** - *TRI0015 - Fidelity (FMR) Loan Feedback Inbound* `READY FOR QA`

Approvers

Name	Role	Date Approved
Michelle Debord	Functional Approver - EY	4/8/2024
Ravindra Shelke	Functional Approver - Starbucks	06 May 2024
Eric Hunter	Starbucks SME	5/22/2024