



Functional Requirements Document (FRD)

Project#	Project Title:	Date Prepared:
75157	Update 91 - Revisions Released for GPPA Chapter 17 for DETO	11/29/2023

Version:	As of:
2.0	03/12/2024

Scope:	<p>Mody system programming for Domestic Employees Teleworking Overseas (DETO) to comply with OPM’s Update 091 – Revision Released for The Guide to Processing Personnel Actions (GPPA) – Chapter 17: Pay and Step Changes. https://www.opm.gov/policy-data-oversight/data-analysis-documentation/personnel-documentation/processing-personnel-actions/gppa17.pdf</p> <p>This change affects all NFC serviced agencies - Community-Wide.</p>
Assumptions:	<ul style="list-style-type: none"> • Project will be handled in 2 phases. Phase 1 – BEAR changes for the Remark Codes CY23/27. Phase 2 – Remaining system changes for CY24/06. • Update Table 061, Nature of Action Conversion to add new Authority Code: ‘Z2Y’ combination for Nature of Action Code: ‘894’. • Update Table 091, OPM NOA Legal Authorities to add new legal authority code: ‘Z2Y’. • Update Table 052, Remarks Code and Descriptions to modify Remarks codes: ‘P21’, ‘P22’, ‘P23’, ‘P24’. • Agency responsibility in documenting a change in the duty station to an overseas location under a DETO agreement with the correct special pay table code and Pay rate Determinant (PRD) code based on OPM’s GPPA – Chapter 17: Pay and Step Changes. • Agency will be responsible for selecting the remark code. • No change to the existing functionality in the Position Management System Online (PMSO) application.

Functional Requirements

<input type="checkbox"/> Payroll Applications Systems Branch (PASB) Requirements
“Not Applicable”

<input checked="" type="checkbox"/> Personnel Applications Systems Branch (PESB) Requirements
<p>Phase 1: BEAR50 and BEAR5I changes to remove existing programming will be handled via 1133 for CY23/27. Mody BEAR50 and BEAR5I to remove all hard coding associate with Remark Codes ‘P21’, ‘P22’, ‘P23’ and ‘P24’.</p> <p>Phase 2: Remaining system changes for CY24/06. Modify program for PAR actions for the following:</p> <ul style="list-style-type: none"> • BEG-EFF-DATE: 01/01/23 • *NAT-ACT-1ST-3-POS: 894 • *OPM-AUTHORITY-1ST = ‘Z2Y’ • *OPM-AUTHORITY-2ND MUST BE BLANK • PAY PLAN CODE: = ‘GS’ • PAY RATE DETERMINANT CODE: = ‘5, 6, E, F’ • PAY TABLE CODE = ‘OTXX’

Changes to this document are not allowed. If you do not concur with the requirements outlined in the FRD, please provide details to your Customer Service Representative.

Personnel Applications Systems Branch (PESB) Requirements

Criteria to compute salary data should remain unchanged.

For new AUTH CODE 1 'Z2Y' other than NOA 894, populate PINE *ERROR-MESSAGE-NO: 653 - 'NATURE OF ACTION/AUTH CODE INVALID'.

Administrative Applications Systems Branch (AASB) Requirements

"Not Applicable"

Payroll Web Systems Branch (PWSB) Requirements

"Not Applicable"

Administrative Web Systems Branch (AWSB) Requirements

"Not Applicable"

Human Resources Applications Branch (HRAB) Requirements

Add new Legal Authority code in combination with NOA 894 as follows to be effective dated as of 01/01/2023:

Z2Y - PL117-263 9717-DETO

Modify Remarks as follows to be effective dated as of 01/01/2023:

P21 - EMPLOYEE IS COMMENCING A TEMPORARY ASSIGNMENT WORKING UNDER A DOMESTIC EMPLOYEE TELEWORKING OVERSEAS (DETO) AGREEMENT AND COMMENCING TO RECEIVE DETO LOCALITY PAY (SECTION 9717 OF PUBLIC LAW 117-263).

P22 - EMPLOYEE'S DETO LOCALITY PAYMENT HAS BEEN ADJUSTED DUE TO CHANGES IN THE PAYABLE LOCALITY PAY PERCENTAGE.

P23 - Employee is no longer entitled to locality pay in connection with a Domestic Employee Teleworking Overseas (DETO) Agreement.

P24 - Employee is entitled to locality pay under 5 U.S.C. 5304.

Modify EmpowHR existing edits implemented under Project 72527 for DETO PAR as follows:

- **NOA = 894**
- Legal Auth Code 1 must be '**Z2Y**' and Legal Auth Code 2 is 'Blank'
- **PAY PLAN CODE: = 'GS'**
- **PAY RATE DETERMINANT CODE: = '5, 6, E, F'**
- **PAY TABLE CODE = 'OTXX'**

Criteria to compute salary data should remain unchanged.

External Vendor Requirements

"Not Applicable"

Signature of Systems Requirements Branch Chief	Date:
/s/ Deenna Altmeyer	03/11/2024

Signature of Web Requirements Branch Chief	Date:
//s Amanda Nguyen	03/12/2024