May 26, 1999

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Re: Release: 1241
Service Request: 14825 (also refer to Service Requests 14819, 14822)
Reference Release: 1234, 1238
Error Reports: None
Programs: None
DB2 Programs: PPO1241A, PPO1241B
CICS Programs: None
Copymembers: None
Include Members: None
Bind Members: PPO1241A, PPO1241B
CICS Maps: None
Forms: See Run Specification, attached
Table Updates: None
Urgency: Date-Mandated (See Timing of Installation)

Service Request 14825

Releases 1234 and 1238 supported the 2% wage increases, 1.5% merit increases, and 1.5% lump sum payments given to exclusively represented (Covered) SX (Service Unit) employees. The Phase I (Release 1234) process identified employee distributions that met the primary eligibility attributes of the contractual requirements. The Phase 2 (Release 1238) process utilized this selection of employee distributions and, after applying user entered restriction adjustments, generated the appropriate EDB wage increases and lump sum payments.

However, due to early considerations of lump sum payments, the initial roster selection process inadvertently bypassed overtime and time on call distributions. Although EDB overtime rates are not normally used for pay purposes (i.e., the associated Regular pay rate is used), it will be used for employees who are paid regular pay on an exception time basis who also have a separate positive pay overtime appointment which is used for off cycle timesheet inclusion.

Service Request 14825 requires that those overtime and time on call distributions which were bypassed by the Release 1234/1238 process receive the 2% wage and 1.5% merit increase based on the identified SX eligibility rules.

To this end, this current release will supply 2 one-time programs which act in the same manner as those issued in Release 1234 and 1238. The only difference is that the current programs will select only overtime and time on call distributions and for those selected, only the rate increase will be applicable (i.e., no lump sum payments will be generated).
This one-time program is a copy of the PPOT1234 roster select program. However, instead of selecting SX “regular” pay distributions (i.e., DOS Hours Code “R” and Pay Category “N”), only overtime and time on call distributions will be selected. PPO1241A will select only those SX distributions which have a DOS Hours Code of “O” or “P” (straight or premium overtime respectively) and which also have a DOS Pay Category of “N” or “A” (normal or additional, respectively). Additionally, PPO1241A differs from PPOT1234 in that the logic to produce the 1.5% lump sum payment has been removed from PPO1241A. All other processes are identical to those of PPOT1234.

Refer to the Release 1234 Detail Design for complete specifications.

This one-time program is a copy of the PPOT1238 SX rate adjustment program. PPO1241B will create the EDB update transactions for the overtime and time on call distributions selected by PPO1241A. This program will vary from PPOT1234 in the following ways:

1. Lump Sum payments will not be produced.
2. Costing records will not be produced (i.e., costing functions are not applicable to EDB overtime and time on call distributions).
3. The Run Specification has been modified with the addition of a “pay cycle to process” code. This field may be of value to any campuses that have taken action to change overtime rates for a specific pay cycle group of EDB distributions. Most campuses should leave this field blank so that all pay schedules are processed. (i.e., if “M” is specified, then only monthly rated distributions contained on the roster will be processed. If “B” or “S”, biweekly or semi-monthly, respectively, is specified, then only those roster distributions will be processed.)

For all other program functions, refer to Release 1238 Detail Design.

These one-time bind members are essentially clones of their Release 1234 and 1238 counterparts.

The production JCL for the one-time programs PPOT1234 and PPOT1238 may be used as a basis for creating production JCL for programs PPO1241A and PPO1241B. Refer to the attached Installation Instructions for variance considerations.

A test plan is not provided with this release. It may be tested by performing a pilot run (output may be discarded after verification) to ensure that only overtime and time on call distributions are selected from the same employee population as that of the original SX rate increase process (i.e., Releases 1234 and 1238).

Installation Instructions

Installation Instructions are provided as a separate document. Considerations of whether to change the rate of the current overtime distribution, instead of terminating the current distribution and creating a new distribution, are discussed in these instructions. Additionally, retroactive rate adjustment issues are discussed.
Timing of Installation

The original installation of Releases 1234 and 1238 were date mandated (i.e., for June 1 monthly and June 9 biweekly paychecks). Therefore, this release should be applied as quickly as possible so as to avoid incorrect overtime payments generated by stand alone overtime appointments.

If there are any questions, please send electronic mail to Jim.Tuohig@ucop.edu, or call (510) 987-0741.

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