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Re: Release: 1278
   Service Request: None
   Error Reports: 1662
   Programs: PPLVHRS
   Copymembers: None
   Include Members: None
   DDL Members: None
   Bind Members: None
   CICS Maps: None
   Forms: None
   Table Updates: None
   Urgency: Not Urgent

Error Report 1662

For each leave accrual period, the employee’s maximum vacation accrual is developed from Leave Accrual Table (LAT) attributes associated with the payments which count toward leave for that period. In order to accommodate special situations where the employee’s current accrual rate is less than the former accrual rate, the beginning vacation hours balance is compared to the maximum hours accrual for the current accrual period. When the beginning balance exceeds the maximum, a “special” maximum is maintained on the employee’s EDB record. Therefore, the employee does not lose hours previously accrued simply because his current maximum is less than the prior maximum.

However, there is a flaw in the above process when “factored” accrual rates are used rather than whole hour accrual rates. Since the vacation hours balance (D.E. 5185) contains 6 decimal places but the special vacation maximum (D.E. 5105) contains only 2 decimal places, a loss of the four low order decimal hours will result when the employee’s new accrual maximum is less than the prior maximum. Note that this is a one-time loss and the amount of the loss will in all cases be less than 36 seconds of leave accrual (i.e., 0.009999 hours). Although the loss is minimal, the frequency is magnified by late payment situations where no payments had yet been reported by the close of the employee’s current accrual period. In these situations, for example, the PAR will indicate zero vacation hours accrued with 0.001234 vacation hours lost.

Note that the same minimal loss is also possible with sick leave hours accrual. However, this is mitigated because the maximum accrual for sick leave is generally the same across all leave plans.

Programs

PPLVHRS

Module PPLVHRS (called by PPP390) has been modified to block the fractional net loss of both vacation and sick leave during the close of the current accrual period when no leave applicable payments have been reported for the current period.
Test Plan

The code change to PPLVHRS is minimal and no formal test plan or test data is provided. At UCOP, among other tests and data conditions, we ran a regression test of a monthly compute process. As a test case, we selected a positive pay monthly employee and withheld all payments. Note that the selected employee normally accrued leave on a factored rate basis (i.e., in this manner, the four low order decimal positions of the beginning vacation hours balance were non-zero).

When the baseline (using the current version of PPLVHRS) monthly compute was run, the PAR indicated that no hours of vacation were accrued but 0.00XXXX vacation hours were lost due to maximum accrual. This loss of 0.00XXXX hours was consistent with the ending EDB vacation hours balance.

When the compute process was re-run (using the release modified version of PPLVHRS), the PAR indicated that no vacation hours were lost due to maximum accrual. That is, the ending EDB vacation hours balance was the same as the beginning balance. For all other PAR and EDB elements, no change was observed between the two test runs.

Note that for those campuses that use whole hour accruals (rather than factored accruals), the above test case may not be possible. For these campuses, a normal before/after compute should be run to verify that no PAR or EDB differences result from the release modified version of PPLVHRS.

Installation Instructions

Installation of this release requires the following steps:

1. Install modified Cobol member PPLVHRS.
2. Compile and link modified Batch only program PPLVHRS into the Batch Loadlib.
3. Execute and verify the prescribed test runs.
4. Install the modified object into production.

Timing of Installation

The installation of this release is not urgent. However, it should be installed as soon as possible to correct the condition described above.

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

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