Service Request 15212
Expanded Career Status Eligibility for Employees

Detail Design

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Introduction

University of California, Human Resources and Benefits department, is modifying the policy regarding the attainment of career status for employees classified as "casual". Effective January 1, 2001, in addition to the current conditions of eligibility for career status based on the percent time and duration of the employee's appointment, an employee may alternately qualify for career status by accruing 1000 eligible hours on pay status in a casual position in a consecutive 12 month period, without a significant break in service.

For a further discussion of requirements of the this project see the Expanded Career Status Eligibility for Employees PPS Requirements and Addendum to Service Request 15212 Career Status Requirements (1/22/01) documents available at the Campus Payroll Maintenance web site prior to release. It can be obtained at the release document site after release.
Overview

In order to implement the revised policies and regulations regarding eligibility of employees for career status, numerous enhancements will be made to the Payroll/Personnel System (PPS). The changes are summarized in the following list, based on a similar list in the Requirements. Detailed specifications are provided in the subsequent sections of this document.

1. New Employee Database (EDB) data elements must be added to hold the current month and prior 12 months worth of hours toward career eligibility, as well as total eligible hours for the prior 12 months.

2. The definition of the value of ‘3’ for existing data element Appointment Type will be changed from ‘casual’ to ‘limited’. An attempt must be made to identify places such as report titles in which the literal ‘casual’ is used.

3. A mechanism for identifying the minimum number of hours required for career eligibility must be provided in PPS. The System Parameter Table will be used.

4. The Compute process will need to be modified to collect the employee's eligible hours into the appropriate monthly buckets. A "matching" process will be attempted against current or recent appointments when a pay transaction does not contain Appointment Type.

5. EDB Monthly Maintenance will need the following enhancements:
   a. It must be modified to "roll" the current month's hours into the appropriate monthly bucket and calculate the total for the prior 12 months.
   b. It must determine if the employee who is not currently in a career appointment has reached the required number of hours for career eligibility, and produce appropriate reports. Reports must be provided to identify employees who achieved the 1000 eligible hours for career status, and also to identify employees approaching the number of hours that will qualify them for career status.

6. The History data capture process must be modified. The new data element 'Total Hours Toward Career Status Eligibility' should be added to the history database (HDB). It should be captured in the monthly periodic History run.

7. On-line screens must be modified to display the data in the 'Hours Toward Career Status Eligibility' buckets.

8. In addition, a new Appointment Type 8 defined as a "Floater" will be added. All processes that use the Appointment Type value logically will need to be analyzed for possible modification.
Differences from Requirements

1. The requirements for changes to program PPP620 and form UPAY784 concerning "Casual Employee Approaching Career Status" reporting have been modified. The form will be modified as requested in the Addendum. The program changes will be restricted to those required to disallow the request of Reports 10 and 12. Actual report code will remain in case of subsequent change in this requirement.

2. The Requirements defined a "matching" process for Compute transactions which do not contain Appointment Type. It states that current and recent appointments will be identified in relation to the Compute pay period end date. This has been modified to use the pay transaction pay period end date rather than the Compute pay cycle end date. **When a "matching" Appointment Type has been derived it will be placed on the PAR record.**

3. The following programs not explicitly identified in the Requirements will also require changes due to the introduction of the Floater.
   - PPCTLU43
   - PPEDTFT
   - PPEDTLAR
   - PPEDTPAY
   - PPEDTRST
   - PPEDTTEX
   - PPEI717
   - PPFICRET
   - PPGRSCBD
   - PPP125
   - PPP360
   - PPP650
   - PPP655

4. The modification to PPFICRET will explicitly exclude all appointments with Appointment Type 8 Floater in determining Retirement eligibility. This is in addition to the existing exclusion of appointments with Appointment Types 4 and 6.

5. A one-time program has been added to zero out Hours Toward Benefits Eligibility in any bucket representing a month prior to January, 2001. In addition, code to exclude hours from transactions with a pay period end date prior to January, 2001 has been added to the Hours Toward Benefits Eligibility process in PPGRSPAR. This corrects an oversight in Release 1313.

6. The original Service Request requested a Rehire process which would zero out Hours Toward Career Status Eligibility when a break in service of greater than 120 days has occurred. Scenarios for error recovery, late separations, etc, has led to this requirement being withdrawn in the subsequent addendum. A more complex, safer process may be requested in a later Service Request.
DDL Members for DB2 Changes

Payroll Computation Table (PPPPCM):

Fourteen new columns will be added that contain the Hours Toward Career Status Eligibility for the last twelve months, one for the current month, and a total of the twelve months.

The standard EDB DDL members defining the table and three Views for the PPPPCM table will be modified.
- TBPCM00C
- PPPVZPCM
- PPPVPCM1
- PPPVPCM2

One DDL member defining a program specific View for the PPPPCM table will be modified.
- PPPVHDA2

For campuses which alter tables rather than re-create them, a new ALTER TABLE member will be created to add the new columns.
- TBPCM16A.

```
HRS_CAR_ELIG_TOT    DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_CUR    DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_01     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_02     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_03     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_04     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_05     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_06     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_07     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_08     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_09     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_10     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_11     DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_12     DECIMAL(9,2) NOT NULL WITH DEFAULT;
```

History Monthly Table (PPPMTH):

A new column, and its change flag column, will be added to contain the Total Hours Toward Career Status Eligibility for the last twelve months. It will be updated from the new Total Hours Toward Career Status Eligibility column added to the PPPPCM table.

The standard HDB DDL members defining the table and two Views for the PPPMTH table will be modified.
- TBMTH00C
- PPPVZMTH
- PPPVMTH1

For campuses which alter tables rather than re-create them, a new ALTER TABLE member will be created to add the new columns.
- TBMTH02A.

```
HRS_CAR_ELIG_TOT    DECIMAL(9,2) NOT NULL WITH DEFAULT;
HRS_CAR_ELIG_TOT_C  CHAR (1) NOT NULL WITH DEFAULT;
```
Programs

PPCTLU43
PPCTLU43 is part of the PPP006 update complex for the PPPIAP table. It performs transaction edits, including for valid Appointment Type. It will be modified to accept Appointment Type 8. It will reference the new 88 value APPT-TYPE-FLOATER added for W88-APPT-TYPE in copymember CPWSW88S.

PPEC002
PPEC002 performs consistency edits for Title Codes. It edits for valid Personnel Program and Appointment Type combinations. It will be modified to accept Appointment Type 8 for Personnel Programs 1 and 2. It will reference the new 88 value APPT-TYPE-FLOATER added for W88-APPT-TYPE in copymember CPWSW88S.

In addition, current code edits the explicit values of Appointment Type. Value '8' will be added as a valid value.

PPEDTFT
PPEDTFT performs the unique edits required for FT pay transactions. It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPEDTLAR
PPEDTLAR performs the unique edits required for LX, RX and AP pay transactions. It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPEDTPAY
PPEDTPAY performs the common edits required for LX, RX, AP, TE and TX pay transactions. It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPEDTRST
PPEDTRST performs the unique edits required for RA and ST pay transactions. It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPEDTTEX
PPEDTTEX performs the unique edits required for TE and TX pay transactions. It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPEI002
PPEI002 performs implied maintenance for Title Codes. It edits for valid Personnel Program and Appointment Type combinations. It will be modified to accept Appointment Type 8 for Personnel Programs 1 and 2. It will reference the new 88 value APPT-TYPE-FLOATER added for W88-APPT-TYPE in copymember CPWSW88S.

In addition, code edits the individual values of Appointment Type. It will be modified to accept Appointment Type 8. It will reference the new 88 value APPT-TYPE-FLOATER added for W88-APPT-TYPE in copymember CPWSW88S.

PPEI206
PPEI206 performs benefits enrollment for Casual Employees who have achieved sufficient Hours Toward Benefits Eligibility, and who have been successfully enrolled in UCRP via PPFICRET processing. It also calls PPELGRPT to report on such employees, and on employees who have achieved the reporting threshold for approaching eligibility. Threshold reporting involves additional checks of employment status and appointment data. The employee must have at least one current appointment that is not Appointment Type 4 or 6.

PPEI206 will be modified to require at least one current appointment that is not Appointment Type 4, 6 or 8 for threshold reporting.

PPEI207(new)
PPEI207 will be a new program which will call new program PPELCRPT to report those employees who have achieved the threshold for Hours Toward Career Status Eligibility for reporting. The program will be added to EDB Maintenance Processing Group Table to execute after PPEI206. It must execute after PPEM005 which derives the Total Hours Toward Career Status Eligibility, as it will per the Base Process Group Table.

XCSS-COMMON-SYSTEM-SWITCHES will be defined as an EXTERNAL with copymember CPWSSWCH so that the new 88 values HRS-CAR-ELIG-ACHIEVED and HRS-CAR-ELIG-THRESHOLD can be accessed. If either 88 value is true, Separation and Appointment data will be evaluated.

If the Separation Date is in a prior month (as derived from SCR-CURRENT-DATE into XDTS-XDTS-ISO-FIRST-OF-MONTH-DATE) then reporting will not occur.

A future appointment will be defined as one with a Begin Date greater than XDTS-ISO-END-OF-MONTH-DATE. An expired appointment will be one defined as one with a End Date prior to XDTS-ISO-FIRST-OF-MONTH-DATE. All others will be considered current.
- If there are no current or future appointments, then reporting will be allowed.
- If there is a current or future appointment, and at least one is Appointment Type 3, then reporting will be allowed.
- If there is a current or future appointment, and none is Appointment Type 3, then reporting will not occur.

If nothing precludes reporting, new program PPELCRPT will be called to create a report record, which will eventually be read by new program PPP139. If HRS-CAR-ELIG-ACHIEVED is true, PPELCRPT-HRS-CAR-ELIG (see new copymember CPLNKELC) will be set to true. If HRS-CAR-ELIG-THRESHOLD is true, PPELCRPT-HRS-CAR-ELIG-THRESHLD will be set to true.  These will be used in PPP139 to determine the target report.

PPEI717
PPEI717 performs implied maintenance for Notification Classifications.

It will be modified to assign "STAFFCAS" notification classification for Appointment Type 8 Floater. This occurs when the Appointment Personnel Program is 1. This mimics logic for Appointment Types 3 and 4.

PPELCRPT(new)
PPELCRPT will be a new program which will be called during monthly periodic maintenance to write records for the two reports of employees eligible for career status and employees approaching eligibility for career status. See Attachments C and D.

The program will have three functions, defined in new copymember CPLNKELC. It will be called from PPP130 to OPEN and CLOSE the report record file. It will be called from PPEI207 to WRITE to the report record file.

The report record file will eventually be read by new program PPP139.

The PPELCRPT-ELIGIBILITY value will be set in PPEI207. In PPELCRPT if PPELCRPT-HRS-CAR-ELIG is true, then XELC-REPORT-ACHIEVED is set to true (see new copymember CPWSXELC). Otherwise, XELC-REPORT-THRESHOLD is set to true. The report key will be used in new program PPP139 to write the record to the appropriate report.

PER-ROW, BEN-ROW, PAY-ROW, BEL-ROW and PCM-ROW will be defined as EXTERNAL’s and will serve as the sources for the report record data.

The row column on the left will be moved to the report record field on the right:

<table>
<thead>
<tr>
<th>PER_ROW</th>
<th>XELC</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYEE-ID</td>
<td>XELC-EMPLOYEE-ID</td>
</tr>
<tr>
<td>EMP-NAME</td>
<td>XELC-EMP-NAME</td>
</tr>
<tr>
<td>HOME-DEPT</td>
<td>XELC-HOME-DEPT</td>
</tr>
<tr>
<td>EMP-STATUS</td>
<td>XELC-EMP-STATUS</td>
</tr>
<tr>
<td>HIRE-DATE</td>
<td>XELC-HIRE-DATE</td>
</tr>
</tbody>
</table>
Multiple occurrence appointment data will **not** be passed on the record. Appointment data will be accessed in PPP139 for reporting purposes.

If any call to PPELCRPT results in an inconsistency between file status and the requested function (OPEN, CLOSE, WRITE), an error status will be returned to the calling program in PPELCRPT-RETURN-STATUS.

**PPEM005**

PPEM005 performs implied maintenance for leave accrual and benefits coverage fields.

PPEM005 will modified to update the appropriate month's Hours Toward Career Status Eligibility with the Current Month Hours Towards Career Status Eligibility and recalculate Total Hours Toward Career Status Eligibility. PPEM005 must execute prior to PPEI207.

The prior month value XDTS-ISO-1-MO-PRIOR-DATE is calculated in PPP130 during Monthly Periodic Maintenance. XDTS-COMMON-SYSTEM-DATES is already defined as an EXTERNAL in PPEM005, and the month value XDTS-ISO-1-MO-PRI-MM is already used for other monthly bucket updates.

Total Hours Toward Career Status Eligibility contains the total of the twelve monthly Hours Toward Career Status Eligibility after the last Monthly Periodic Maintenance. However, intervening late pay transactions could have updated one of the prior month buckets. Prior to updating the Total Hours Toward Career Status Eligibility, the twelve months' buckets will be added to determine what the total would have been if all late pay and occurred on time. If the total is equal to or greater than the value of System Parameter 083, the new 88 value HRS-CAR-ELIG-ACHIEVED in CPWSSWCH will be set to true.

Current Hours Toward Career Status Eligibility, HRS-CAR-ELIG-CUR, will be moved to the appropriate month bucket, based on the value of XDTS-ISO-1-MO-PRI-MM. The Current Month Hours Towards Career Status Eligibility will be zeroed out. The Total Hours Towards Career Status Eligibility, HRS-CAR-ELIG-TOT will then be calculated by adding the twelve month buckets. Auditing responsibilities will be performed to trigger update and reporting of the changes on the ECF.

If the value of HRS-CAR-ELIG-TOT is equal to or greater than the value of System Parameter 083, the new 88 HRS-CAR-ELIG-ACHIEVED in CPWSSWCH will be to true. If HRS-CAR-ELIG-ACHIEVED was not set to true by either of the two calculations, then if the value of HRS-CAR-ELIG-TOT is equal to or greater than the value of System Parameter 083minus System Parameter 084, the new 88 value HRS-CAR-ELIG-THRESHOLD in CPWSSWCH will be set to true.

**PPFICRET**

PPFICRET calculates Retirement and FICA eligibility. It is called from PPEI205 which executes in both explicit and periodic EDB maintenance.

It will be modified to exclude Appointment Type 8 Floater appointments from consideration for UCRP enrollment for appointment percentage.

Enrollment based on 1000 Hours Toward Benefits Eligibility requires at least one active or future appointment that is not Appointment Type 4 or 6. It will modified to require at least one appointment that is not Appointment Type 4, 6 or 8.

**PPGRSCBD**

PPGRSPAR is one of various PPGRS* modules called by PPP390 in the Compute process. It derives collective bargaining data.

It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

**PPGRSPAR**
PPGRSPAR is one of various PPGRS* modules called by PPP390 in the Compute process. It evaluates earnings and calculates various grosses.

It will be modified to exclude hours from transactions with Appointment Type 8 Floater from calculation of Hours Toward Benefits Eligibility (this modifies Release 1313 code).

It will be modified to update the new Hours Toward Career Status Eligibility.

Copymembers CPLNKPAR and CPLNKHRS will be modified to include the new Hours Toward Career Status Eligibility. These fields will be used in PPGRSPAR.

Linkage area EARNINGS-DATA defined by copymember CPLNKERN contains DOS data, which includes KERN-EARN-PAY-CATEGORY, KERN-EARN-HOURS-CODE, and KERN-EARN-HRS-PAY-STAT.

If the Pay Category is 'N' (Normal), and the Type Hours is 'R' (Regular) and Time On Pay Status Indicator is 'Y' (Yes), then the Appointment Type will be evaluated.

Linkage area WORK-PAR-VARIABLE-FLDS defined by copymember CPWSVPAR contains the earnings distribution, which includes WPAR-APPT-TYPE and WPAR-TTL-CD. If the Appointment Type is 3 (Limited), then the time will be accumulated for Hours Toward Career Status Eligibility.

If WPAR-APPT-TYPE is blank, an attempt will be made to match the pay distribution by Title Code to a current or recently expired appointment to obtain an Appointment Type.

The first of the month prior to the transaction pay period end date will be calculated using XDC3 Date routines. The pay period end date will be moved to a work date field. An 01 will be moved to the day of the work date field. It will be converted to a LILIAN date. One will be subtracted from the LILIAN date, and the LILIAN date will be converted back to the work date field. Again, an 01 will be moved to the day. The work date field will now contain the first of the month prior to the pay period end date month.

A working storage array will be defined containing Appointment Types, in priority level from Highest to lowest, per the following list. An index will be defined for walking through the array. A second index value will be defined to retain the highest priority index position.

3 – Limited (casual)
2 – Career
7 – Partial year career
1 – Contract
5 – Academic
6 – Per diem
4 – Casual/Restricted
8 – Floater

Working storage KAPT-INTERFACE defined by copymember CPLNKAP2 in PPP390 contains the appointment data for the current Employee ID being processed. It will be added to PPGRSPAR as linkage so that PPGRSPAR can access appointment data. The appointment data array will be looped through looking for appointments with a matching Title Code, and either an Appointment End Date in the month prior to the pay period end date of the transaction (recently expired), or the Appointment Begin Date is prior or equal to the pay period end date and the Appointment End Date is greater than or equal to the pay period end date (current). For each selected appointment, the Appointment Type will be compared to the priority array. If a match occurs, and the index level is lower than a previous match, i.e. the priority is higher, then that Appointment Type will be moved to the blank transaction Appointment Type, i.e. the actual PAR record will contain the matched data. This process will occur prior to the Hours Toward Benefits Eligibility processing, so a 'matched' Appointment Type will affect that selection process as well.

If no matches occur, the transaction Appointment Type will remain blank. If the Appointment Type is still blank, then the time will be accumulated for Hours Toward Career Status Eligibility.
Hours Toward Career Status Eligibility are defined in linkage PAR-WORK-AREAS defined by copymember CPLNKPWA. If the pay period end date of the pay transaction is prior to January 1, 2001, then the hours will be not be accumulated (similar logic will also be added to the Hours Toward Benefits Eligibility process). If the pay period end date of the pay transaction is for the current compute month, then the hours will be added to KPWA-HRS-CAR-ELIG-CUR. If the pay period end date is for a prior month within a calendar year, then the month value of the pay period end date of the pay transaction will be used to generate a subscript to access the KPWA-HRS-CAR-ELIG array, and the hours will be added to that month's bucket.

Subsequently the working KPWA fields will be moved to the matching KGRS fields. These KGRS fields are eventually moved in PPP390 to HOUR-BALANCE-WORK OF COM3940-RECORD defined by modified copymember CPWSX394, and thus passed to PPP400. In PPP400, via existing array processing, the data is eventually passed via PPHDAUTL-INTERFACE to eventual posting to the EDB.

PPGRSRVW
PPGRSRVW is one of various PPGRS* modules called by PPP390 in the Compute process to evaluate earnings and calculate various grosses. It will be modified to expand the size of linkage area SAVE-HOUR-DATA sufficiently to hold additional current and month Hours Toward Career Status Eligibility.

PPHDAUTL
PPHDAUTL is a utility program which loads hour and dollar totals into linkage copymember CPLNKHDA for use by various PPS programs. It will be modified to select the new Hours Toward Career Status Eligibility fields (current month, and twelve past months, not total hours) from the PPPPCM table and load them into the Hours Toward Career Status Eligibility fields defined in copymember CPLNKHDA.

PPKEYCHD
PPKEYCHD is called to perform EDB Employee ID changes. The SELECT of data from the PPPPCM table will be modified to include the new Hours Toward Career Status Eligibility fields.

PPMTHFET
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Career Status Eligibility field and its change flag field.

PPMTHHST
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Career Status Eligibility field and its change flag field.

PPMTHUPD
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Career Status Eligibility field and its change flag field.

PPP125
PPP125 produces reports used in assigning collective bargaining units to employees.

It displays Appointment Type descriptions. An Appointment Type 8 "Floater" description will be added to the array, and the array occurrence increased to eight. The description for Appointment Type 3 will be changed from "Casual" to "Limited".

PPP130
PPP130 performs Periodic EDB Maintenance.

The COPY…REPLACING definition of data in PPHDAUTL-INTERFACE linkage (copymember CPLNKHDA) will be modified to include the new current and months Hours Toward Career Status Eligibility fields. Code will also be added to move the final values in those fields in PPHDAUTL-INTERFACE to the appropriate column of the PCM-ROW prior to posting changes.
Code will be added to call new program PPELCRPT in OPEN mode during monthly processing to open the file written to by PPELCRPT. At the end of monthly processing PPELCRPT will be called in CLOSE mode to close the file. In either case, if PPELCRPT returns a non-zero status code in PPELCRPT-RETURN-STATUS, new Fatal message 13956 will be issued.

PPP139(new)
PPP139 will be a new program which will read the benefits enrollment report records written by PPELCRPT and produce reports.

PPP139 will read in the file, create a sort key and sort the records, and then write the reports.

The record read in (see copymember CPWSXELC) will already contain a key field XELC-REPORT-CODE indicating which report the record should be written to. This key will be set in PPELCRPT based on PPELCRPT-HRS-CAR-ELIG-ENROLLED or PPELCRPT-HRS-CAR-ELIG-THRESHLD being true.

Printing will be in Report Type, Home Department and Employee Name order, with a page break on Home Department. An employee count will be printed on the last page of each Home Department.

Employment Status will be translated by accessing the Code Translation Table (PPPCTT). The Home Department code will be translated by accessing the long Home Department Name (HME_DEPT_NAME) on the Home Department Table (PPPHME).

For each employee, all current and future appointment data will be printed. The current month will be defined by SCR-CURRENT-DATE. A current appointment will be one with a Begin Date less than or equal to SCR-CURRENT-DATE and End Date greater than or equal to SCR-CURRENT-DATE. A future appointment will be one with a Begin Date greater than SCR-CURRENT-DATE.

On the PPP1392 report, when the current Total Hours Toward Career Status Eligibility is less than 1000 hours, but would have been if all late pay during the month had occurred prior to the last PPP130, then an asterisk will be placed next to the total.

See Attachments C and D for report samples. In addition, the standard errors and messages report will be produced.

PPP360
PPP360 is the main driver in the Compute process to edit pay transactions by calling various PPEDT* modules.

It edits for valid Appointment Type. It will be modified to accept '8' as a valid value.

PPP390
PPP390 is the main driver in the Compute process to evaluate earnings and calculate grosses by calling various PPGRS* modules.

It will be modified to initialize Hours Toward Career Status Eligibility fields in linkage defined by modified copymember CPLNKPWA.

PPP620
PPP620 issues one or more reports as selected on the Program Run Specification (see form UPAY784). Report 10 is Casual Employee Approaching Career Status and Report 12 is Casual Employee Approaching Merit Eligibility. These two reports will be made invalid report requests. Either request will cause the job to end with a new See Operations message:
62-143 REPORT (10) IS NOT A VALID SPEC OPTION, or
62-144 REPORT (12) IS NOT A VALID SPEC OPTION

UPAY784 will be modified to show the reports as No Longer Used.

The code which creates the reports will not be removed at this time.
The description for Report 13 Casual Employee Approaching Vacation Eligibility will be modified to Limited Or Cas/Res Empl Approaching Vacation Eligibility. This title is taken from the text for message 62-013, which will be modified.

**PPP650**

PPP650 issues one or more reports as selected on the Program Run Specification (see form UPAY770). Three report formats display a description of Appointment Type: PPP6502 Employees Out of Compliance, PPP6504 Employees Out of Compliance, PPP6513 Employees With BELI Status Qualification Codes.

The description for Appointment Type 3 will be modified to "Limited", and an Appointment Type 8 description of "Floater" will be added.

**PPP655**

PPP655 issues two reports: PPP6552 Non-Academic Personnel List By Position Title Code And Pay Rate, and PPP6551 Non-Academic Personnel List By Appointment Department And Title Code. Demographic statistics are provided, such as percentage by gender and percentage by Appointment Type.

PPP655 will be modified to describe Appointment Type 3 as "Limited". It will be further modified to include statistics for Appointment Type 8 Floater in the "Limited" entry in the report.

**PPPCMCHG**

The program is a standard part of the EDB Fetch/Update complex for monthly maintenance for the PPPPCM table. It will be modified to process the new Hours Toward Career Status Eligibility fields.

**PPPCMFET**

The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new Hours Toward Career Status Eligibility fields.

**PPPCMUPD**

The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new Hours Toward Career Status Eligibility fields.

**PPPCMUTL**

The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new Hours Toward Career Status Eligibility fields.

**PPPCMUTW**

The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new Hours Toward Career Status Eligibility fields.

**PPWIHR2**

PPWIHR2 is an online screen processor program which currently displays Hours Toward Benefits Eligibility fields. It will be modified to display the new Hours Toward Career Status Eligibility fields. The detail map PPIHR20 will also be modified. See Attachment A for a screen sample.

The program will select the new Hours Toward Career Status Eligibility fields from the PPPPCM table and move them to appropriate fields. The current month, based on the SCR_CURRENT_DATE, will be marked with an asterisk.

**PPWIMTH**

PPWIMTH is an online HDB Inquiry screen processor program. It will be modified to select and display the new Total Hours Toward Career Status Eligibility field. The current month and twelve month fields will not be included in HDB. If the change flag is Y, indicating a change in the value of the field from the prior month, standard highlighting attributes will be set on for the field.
The detail map PPIMTH will also be modified to include the new field and its label. See Attachment B for a screen sample.

**USER12**
USER12 is the main dual use driver for EDB edit/update process. It references the CPLNKHDA fields, and moves them to the appropriate column of the PCM-ROW prior to posting changes for update and audit purposes. It will be modified to include movement of the new Hours Toward Career Status Eligibility from CPLNKHDA fields to PCM-ROW.

**USER17**
USER17 is called by PPP170 to format data and perform edit routines that control employee selection for display on the Personnel Action Form (PAF). It contains hard coded descriptions of various Action Codes. It will be modified to define Action Code 44 as "Limited Increase" and Action Code 52 as "Lim to Career".
One-Time Programs

PPORRRR1
The Requirements ask that the collection of Hours Toward Career Status Eligibility begin with the first Compute with a Pay Period End Date in January 2001. Time constraints will cause this release to be installed after the first such Compute. A one-time will be created to read PAR data and update the appropriate month bucket.

The one-time program will be capable of running in either non-update and update mode, as selected on the Run Specification Record:
PPORRRR1-SPECUPDATE will cause an update of the EDB
PPORRRR1-SPEC will not update the EDB

The one-time program will process the DB2 PAR and EDB. SCR-CURRENT-DATE will define the current month.

The EDB will updated directly rather than via issuance of HA transactions so that Total Hours Toward Career Status Eligibility calculation can occur, as appropriate. Total Hours Toward Career Status Eligibility is not adjustable via HA transaction (this differs from the approach used for Total Hours Toward Benefits Eligibility).

Timing of Installation of this release will require that this one-time program be run after the last Compute that did not accumulate Hours Toward Career Status Eligibility and before the first Compute that does accumulate Hours Toward Career Status Eligibility. All PPPERN rows with a Pay Period End Date in the year 2001 will be read and accumulated by this one-time program.

A cursor will be defined to fetch all PPPERN rows with a Pay Period End Date equal to or greater than January 1, 2001, and with an Appointment Type 3 or blank.

If the Appointment Type is blank, an attempt will be made to find a current or recent appointment with the same Title Code which has Appointment Type 3. This logic will differ from the PPGRSPAR logic in that prioritization is not necessary here, and blank Appointment Types on the PPPERN will not be updated. Because of this difference, this process will use the DB2 COUNT function to identify how many current or recent appointments have Appointment Type 3. If the COUNT is greater than zero, the hours will be accumulated for Hours Toward Career Status Eligibility.

If the time is for a Pay Period in a month prior to SCR-CURRENT-DATE then the hours will be added to both the appropriate month bucket and the Total Hours Toward Career Status Eligibility. If the time is for a Pay Period in the current month, as defined by SCR-CURRENT-DATE, then the hours will only be added to the Current Hours Toward Career Status Eligibility.

An EDB Change File (ECF) record will be written for each data element that is changed. PPP180 will be used to process the file to provide reporting of the changes. The ECF will be written in both non-update and update mode so that projected changes can be evaluated first in non-update mode. This file is for auditing purposes only, and should not be run into History.

PPORRRR2
The Requirements for Release 1313 (Service Request 15210) asked that the collection of Hours Toward Benefits Eligibility begin with the first Compute with a Pay Period End Date in January 2001. Code was not placed in the Compute in Release 1313 to exclude non-current pay transactions such as late pay from the process (it will be as part of this release). As a result some of the monthly buckets for Hours Toward Benefits Eligibility could contain hours, and those hours could have been accumulated into the Total Hours Toward Benefits Eligibility.

The one-time program will be capable of running in either non-update and update mode, as selected on the Run Specification Record:
PPORRRR2-SPECUPDATE will cause an update of the EDB
PPORRRR2-SPEC will not update the EDB
The one-time program will process all PPPPCM rows and zero out inappropriate month totals. The EDB will updated directly. SCR-CURRENT-DATE will define the current month.

A cursor will be defined to fetch all PPPPCM rows. The effective month of each non-zero Hours Toward Benefits Eligibility bucket will compared to the current month, as defined in SCR-CURRENT-DATE. If the effective month is equal to or greater than the current month then the hours will be subtracted from Total Hours Toward Benefits Eligibility, and the month hours will be zeroed out.

An EDB Change File (ECF) record will be written for each data element that is changed. PPP180 will be used to process the file to provide reporting of the changes. The ECF will be written in both non-update and update mode so that projected changes can be evaluated first in non-update mode. This file is for auditing purposes only, and should not be run into History.
Include Members

Payroll Computation Table (PPPPCM):

The standard EDB Include members defining the working storage and Views for a table row in the PPPPCM table will be modified:
- PPPVZPCM
- PPPVPCM1
- PPPVPCM2

Working storage:
```
10 HRS-CAR-ELIG_TOT    PIC S9(7)V99 USA GE COMP-3.
10 HRS-CAR-ELIG_CUR    PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_01     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_02     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_03     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_04     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_05     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_06     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_07     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_08     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_09     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_10     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_11     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_12     PIC S9(7)V99 USAGE COMP-3.
```

View:
```
, HRS_CAR_ELIG_TOT    DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_CUR    DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_01     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_02     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_03     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_04     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_05     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_06     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_07     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_08     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_09     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_10     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_11     DECIMAL(9,2) NOT NULL
, HRS_CAR_ELIG_12     DECIMAL(9,2) NOT NULL
```

The working storage portion of each of the whole table Include members PPPVPCM1, PPPVPCM2 and PPPVZPCM has a large filler field which will be decremented by the length of the new fields. Therefore the length of the working storage is not affected. Programs that use the working storage as an External but do not reference the new fields do not require recompilation.

One Include member defining a program specific View for the PPPPCM table will be modified. The new Hours Toward Career Status Eligibility, excluding the total field, will be added.
- PPPVHDA2

Working storage:
```
10 HRS-CAR-ELIG_CUR    PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_01     PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_02     PIC S9(7)V99 USAGE COMP-3.
```
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10 HRS-CAR-ELIG_03   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_04   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_05   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_06   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_07   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_08   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_09   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_10   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_11   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_12   PIC S9(7)V99 USAGE COMP-3.

View:
,'HRS_CAR_ELIG_CUR   DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_01    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_02    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_03    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_04    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_05    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_06    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_07    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_08    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_09    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_10    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_11    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_12    DECIMAL(9,2) NOT NULL

There are no unmodified programs that use Include member PPPVHDA2 as an External or linkage. It is only used by PPHDAUTL which will be modified.

History Monthly Table (PPPMTH):

The standard HDB Include members defining the working storage and Views for a table row in the PPPMTH table will be modified:
  • PPPVZMTH
  • PPPVMTH1

A new field and column and the standard change flag will be added for the Total Hours Toward Career Status Eligibility for the previous twelve months.

Working storage:
10 HRS-CAR-ELIG_TOT   PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_TOT_C  PIC X(01).

View:
,'HRS_CAR_ELIG_TOT    DECIMAL(9,2) NOT NULL
,'HRS_CAR_ELIG_TOT_C  CHAR (1) NOT NULL

Unmodified programs that use the Include as an External or linkage will be included as unmodified compilations in the Installation Instructions. PPIDXHST uses PPPVMTH1 in a SELECT * and will added to the unmodified compile list in the Installation Instructions.

PPAPHDUP  Column specific, no compile needed
PPHDBCNT  Counts rows, no compile needed
PPHSTPRG  Deletes rows, no compile needed
PPIDXHST  Select *
Copymembers

CPLNKELC(new)
CPLNKELC will be a new copymember defining the linkage between calling programs and new report program PPELCRPT.

*01  PPELCRPT-INTERFACE.
  05  PPELCRPT-RETURN-STATUS  PIC 9(01).
  88  PPELCRPT-ERROR          VALUE 1 THROUGH 9.
  05  PPELCRPT-ACTION         PIC X(05).
  88  PPELCRPT-OPEN           VALUE 'OPEN '.
  88  PPELCRPT-CLOSE          VALUE 'CLOSE'.
  88  PPELCRPT-WRITE          VALUE 'WRITE'.
  05  PPELCRPT-ELIGIBILITY-STATUS  PIC X(01).
  88  PPELCRPT-HRS-CAR-ELIG-ACHIEVED  VALUE 'E'.
  88  PPELCRPT-HRS-CAR-ELIG-THRESHLD  VALUE 'T'.

Two programs will use this copymember in calls. PPP130 which will be modified to use it in OPEN and CLOSE mode. New program PPEI207 will use it in WRITE mode.

CPLNKGRS
CPLNKGRS defines a linkage between PPP390 and various PPGRS* modules. It will be modified to include the new Hours Toward Career Status Eligibility and the OCCURS will be increased to accommodate them. The Total Hours Toward Career Status Eligibility is not included.

07  KGRS-HRS-CAR-ELIG-CUR    PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-01     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-02     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-03     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-04     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-05     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-06     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-07     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-08     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-09     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-10     PIC S9(07)V99 COMP-3.
07  KGRS-HRS-CAR-ELIG-12     PIC S9(07)V99 COMP-3.
05  KGRS-HOUR-BAL REDEFINES KGRS-HOUR-BALANCES
     OCCURS 68 TIMES    PIC S9(07)V99 COMP-3.

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPGRSAUP  linkage
PPGRSCBD  modified
PPGRSCOH  linkage
PPGRSERN  linkage
PPGRSFIN  linkage
PPGRSLVE  modified
PPGRSPAR  linkage
PPGRSRP1  linkage
PPGRSRP2  linkage
PPGRSRP3  linkage
CPLNKGR1
CPLNKGR1 defines an EXTERNAL work area shared by various online Rush Check modules. It will be modified to include the new Hours Toward Career Status Eligibility and the OCCURS will be increased to accommodate them. The Total Hours Toward Career Status Eligibility is not included.

07 KGR1-HRS-CAR-ELIG-CUR PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-01 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-02 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-03 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-04 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-05 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-06 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-07 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-08 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-09 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-10 PIC S9(07)V99 COMP-3.
07 KGR1-HRS-CAR-ELIG-12 PIC S9(07)V99 COMP-3.

05 KGR1-HOUR-BAL REDEFINES KGR1-HOUR-BALANCES
    OCCURS 68 TIMES PIC S9(07)V99 COMP-3.

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPRCGRSS External
PPRCOPT1 External
PPRCOPT2 External

CPLNKHDA
CPLNKHDA defines the linkage between calling programs and PPHDAUTL.

The new Hours Toward Career Status Eligibility, excluding the total hours, will be added. They will be defined in contiguous storage to allow array processing like that used for other HDA totals, especially in Compute processing.

10 HRS-CAR-ELIG_CUR PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_01 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_02 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_03 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_04 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_05 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_06 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_07 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_08 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_09 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_10 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_11 PIC S9(7)V99 USAGE COMP-3.
10 HRS-CAR-ELIG_12 PIC S9(7)V99 USAGE COMP-3.
Unmodified programs that use the copymember as an External or linkage will be identified and included as unmodified compilations in the Installation Instructions.

PPAPEUFE External
PPAPEUPU External
PPEDTADJ External
PPEM001 External
PPEM004 External
PPEM005 modified
PPEM006 External
PPEM101 External
PPEM110 External
PPEM111 External
PPEXERPT External
PPEY001 External
PPEY101 External
PPEY200 External
PPHDAUTL modified
PPKEYCHD modified
PPNETCLC External
PPNETDTK External
PPNETUPD External
PPNRARPT External
PPNTINDL External
PPNTSEPR External
PPPAVFRG External
PPP050 External
PPP080 External
PPP120 External
PPP130 modified
PPP360 comment only
PPP390 modified
PPP400 External
PPP440 External
PPP470 External
PPP480 External
PPP620 modified
PPP640 External
PPRCGRSS External
PPRCNET External
PPSTARPT External
PPWINBI linkage
USER08 External
USER12 modified

**CPLNKPWA**

CPLNKPWA defines a linkage area between PPP390 and various PPGRS* modules. The new Hours Toward Career Status Eligibility will be added. The monthly buckets will only be updated by hour adjustments or late pay. The Current Hours Toward Career Status Eligibility will be the main field updated during the Compute process.

```
05 KPWA-HOURS-ON-PY-STATUS COMP-3.
   10 KPWA-HRS-CAR-ELIG OCCURS 12 PIC S9(7)V99.
   10 KPWA-HRS-CAR-ELIG-CUR PIC S9(7)V99.
```

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.
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CPWSRCPW
CPWSRCPW defines an EXTERNAL working storage shared by various online Rush Check modules. A field used to pass hour balances will be expanded to accommodate the new Hours Toward Career Status Eligibility.

05 RCPW-HOUR-BALANCES PIC X(340).

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPAPORKS External
PPAPORSR External
PPAPORUP External
PPRCADVC External
PPRCAUDT External
PPRCGRSS External
PPRCMDL2 External
PPRCNET External
PPRCOPT1 External
PPRCOPT2 External
PPRCOPT3 External
PPRCVEND External
PPWRCO2 External

CPWSRMTH
CPWSRMTH defines working storage for a row on the HDB PPPMTH table.

A new field and column and the standard change flag will be added for the Total Hours Toward Career Status Eligibility for the previous twelve months.

Working storage:
10 HRS-CAR-ELIG_TOT PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_TOT_C PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_01 PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_02 PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_03 PIC S9(7)99 USAGE COMP-3.

There are no unmodified programs that use the copymember as an External or linkage.

PPMTHHST modified

CPWSRPCM
CPWSRPCM defines working storage for a row on the EDB PPPPCM table.

The new Hours Toward Career Status Eligibility will be added.

10 HRS-CAR-ELIG_TOT PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_CUR PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_01 PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_02 PIC S9(7)99 USAGE COMP-3.
10 HRS-CAR-ELIG_03 PIC S9(7)99 USAGE COMP-3.
The copymember has a large filler field which will be decremented by the length of the new fields. Therefore the length of the copymember is not affected. Programs that use the copymember as an External but do not reference the new fields do not require recompilation.

**CPWSSWCH**

CPWSSWCH defines various switches that are used across modules as an EXTERNAL. A new switch will be added to convey the results of eligibility processing in PPEM005 to PPEI207. The switch values will determine whether PPEI207 performs benefits enrollment and/or reporting.

```plaintext
05 HRS-CAR-ELIGIBILITY-SW       PIC X(01).
   88 HRS-CAR-ELIG-NOT-ACHIEVED VALUE ' '.
   88 HRS-CAR-ELIG-ACHIEVED       VALUE 'E'.
   88 HRS-CAR-ELIG-THRESHOLD      VALUE 'T'.
```

The copymember has a large filler field which will be decremented by the length of the new field. Therefore the length of the copymember is not affected. Programs that use the copymember as an External but do not reference the new fields do not require recompilation.

**CPWSW88S**

CPWSSWCH defines various PPS 88 values. It will be modified to add a new 88 value for Appointment Type 8 to WS-APPT-TYPE.

```plaintext
88 APPT-TYPE-FLOATER VALUE '8'.
```

**CPWSXELC(new)**

CPWSXELC will be a new copymember which defines working storage for the eligibility reporting record written out by PPELCRPT and read in by new program PPP139.

```plaintext
*01 XELC-RECORD.
   05 XELC-REPORT-CODE       PIC X(02).
   88 XELC-REPORT-ENROLLED  VALUE '01'.
   88 XELC-REPORT-THRESHOLD VALUE '02'.
   05 XELC-EMPLOYEE-ID      PIC X(09).
   05 XELC-EMP-NAME         PIC X(26).
   05 XELC-HOME-DEPT        PIC X(06).
   05 XELC-EMP-STATUS       PIC X(01).
   05 XELC-HIRE-DATE        PIC X(10).
   05 XELC-HRS-CAR-ELIG-TOT PIC S9(07)V99.
```

**CPWSXIC2**

CPWSXIC2 defines various PPS constants. It contains local campus specific values for some fields. It will be modified to increase the hours balance array to allow for the new Hours Toward Career Status Eligibility fields. The Total Hours Toward Career Status Eligibility is not included. Those data elements will also be added to an array used for labeling the data elements.

```plaintext
05 IDC-MAX-HOUR-ENTRIES       PIC S9(4) COMP SYNC VALUE +68.
```
Unmodified programs that use the updated values will be identified and included as unmodified compilations in the Installation Instructions

PPEDTADJ  Uses IDC-MAX-HOUR-ENTRIES
PPGRSPAR  modified
PPP400    Uses IDC-MAX-HOUR-ENTRIES
PPP410    Uses IDC-MAX-HOUR-ENTRIES
PPP440    Uses IDC-MAX-HOUR-ENTRIES
PPP470    Uses IDC-MAX-HOUR-ENTRIES
PPP480    Uses IDC-MAX-HOUR-ENTRIES
PPRCAUDT  Uses IDC-MAX-HOUR-ENTRIES
PPWINBI   Uses IDC-MAX-HOUR-ENTRIES

CPWSXIDC
CPWSXIDC defines various PPS constants. It contains local campus specific values for some fields. It will be modified to increase the value of some fields defining the number of expected hours balances to allow for the new Hours Toward Career Status Eligibility fields.

05  IDC-MAX-HOUR-ENTRIES   PIC S9(4) COMP VALUE +68.
05  IDC-HOUR-INDICATORS     PIC X(68).
05  IDC-HOUR-ARRAY REDEFINES IDC-HOUR-INDICATORS.
 10  IDC-HOUR-CLEAR  PIC X OCCURS 68 TIMES.

Unmodified programs that use the updated values will be identified and included as unmodified compilations in the Installation Instructions

PPAPEUFE  Uses IDC-MAX-HOUR-ENTRIES
PPAPEUPU  Uses IDC-MAX-HOUR-ENTRIES
PPP080    Uses IDC-MAX-HOUR-ENTRIES
PPP120    Uses IDC-MAX-HOUR-ENTRIES
CPWSX394
CPWSX394 is used in PPP390 and PPP400 to define work arrays which must be kept in synch with the length of the
hour and dollar arrays defined in CPLNKHD. It will be modified to allow for the new Hours Toward Career Status
Eligibility fields.

03 COM3940-PRE-PPP390-DATA   PIC X(600).
03 COM3940-POST-PPP390-DATA   PIC X(600).

10 HOUR-BALANCE-ARRAY OCCURS 68 TIMES.

Unmodified programs that use the working storage to define an external file record will be identified and included as
unmodified compilations in the Installation Instructions

PPP390   Uses CPWSX394 to define pre-390 balance array
PPP400   Uses CPWSX394 to define pre and post-390 balance arrays
CICS Maps

**PPIHR20**
PPIHR20 is the map used by EDB Inquiry screen processor program PPWIHR2. It will be modified to add labels and data fields for the new Hours Toward Career Status Eligibility.

Field level Help text and anchoring will be created for the new fields. Screen level Help and anchoring will be created for the full screen.

See Attachment A for a screen sample and screen level and field level Help text.

**PPIMTH0**
PPIMTH0 is the map used by HDB Inquiry screen processor program PPWIMTH. It will be modified to add a label and data field for the new Total Hours Toward Career Status Eligibility.

Field level Help text and anchoring will be created for the new field.

See Attachment B for a screen sample and field level Help text.
Binds

**PPORRRR1 (one-time):**
A one-time plan bind will be created for one-time program PPORRRR1. It will contain members PPORRRR1, PPCTTUTL and PPMSSG2.

**PPORRRR2 (one-time):**
A one-time plan bind will be created for one-time program PPORRRR2. It will contain members PPORRRR2, PPCTTUTL and PPMSSG2.

**PPP139 (new):**
A plan bind will be created for new program PPP139. It will contain members PPP139, PPCTTUTL and PPMSSG2.
Table Updates

System Parameter Table (PPPPRM)

Three new System Parameters will be added.

System Parameter 83 will define the Total Hours Toward Career Status Eligibility which will trigger reporting of the employee as eligible for career status. It will initially be set to 1000 hours.

System Parameter 84 will define a threshold for Total Hours Toward Career Status Eligibility which will trigger reporting of the employee as approaching eligibility for career status. It will be subtracted from the System Parameter 83 value to calculate the reporting threshold. It will initially be set to 240 hours.

System Parameter 85 will define the beginning cutoff date for non-current transaction pay period end dates affecting Hours Toward Career Status Eligibility. The cutoff is January 2001, i.e. no hours on transactions prior to that will be accumulated. Due to size limitation, the actual parameter value will 2001.01, which will be manipulated for later date comparison.

Data Element Table (PPPDET):

The new data elements for Hours Toward Career Status Eligibility will be added to the PPPPCM table. They will be defined as not updateable by EDB File Maintenance.

Total Hours Toward Career Status Eligibility DE 0426
Hours Toward Career Status Eligibility for the Current Month DE 5156
Hours Toward Career Status Eligibility for January DE 5157
Hours Toward Career Status Eligibility for February DE 5158
Hours Toward Career Status Eligibility for March DE 5159
Hours Toward Career Status Eligibility for April DE 5160
Hours Toward Career Status Eligibility for May DE 5161
Hours Toward Career Status Eligibility for June DE 5162
Hours Toward Career Status Eligibility for July DE 5163
Hours Toward Career Status Eligibility for August DE 5164
Hours Toward Career Status Eligibility for September DE 5165
Hours Toward Career Status Eligibility for October DE 5166
Hours Toward Career Status Eligibility for November DE 5167
Hours Toward Career Status Eligibility for December DE 5168

See the sample data element definitions in Attachment A of the Expanded Career Status Eligibility for Employees PPS Requirements.

System Messages Table (PPPMSG):

A new message will be added for use by PPP130 and PPEI207 for failed calls to PPELCRPT.
13957 SEE SYSTEMS PPELCRPT PROCESSING FAILURE - INVALID ACTION

New messages will be added for use by new program PPP139.
13901 WARNING CAREER STATUS ELIGIBILITY REPORT FILE IS EMPTY
13902 SEE SYSTEMS CALL TO PCCRTUTL FOR TRANSLATION FAILED
13903 INFO NUMBER OF CAREER STATUS ELIGIBILITY RECORDS READ:

Two new messages will be added for use by program PPP620.
62143 SEE OPERATIONS REPORT (10) IS NOT A VALID SPEC OPTION
62144 SEE OPERATIONS REPORT (12) IS NOT A VALID SPEC OPTION
One message used by program PPP620 will be modified.
62013 INFO LIMITED OR CAS/RES EMPL APPROACHING VACATION ELIGIBILITY (13)

One message used by program PPP640 will be modified.
64026 WARNING LTD EMP NR LV ELIG

Processing Group Table (PPPPGT)

New routine PPEI207 will be added to run unconditionally immediately after PPEI206 for Program ID 13, to execute during PPP130 Monthly Periodic Maintenance.

Routine Definition Table (PPPRTD)

New routine PPEI207 will be added as an implied trigger routine I207.

Code Translation Table (PPPCTT)

The translations for Appointment Type 3 will be changed:
C38 EDB2020 3 08Limited
C38 EDB2020 3 12Limited
C38 EDB2020 3 17Limited

The translations for Appointment Type 8 will be added:
A38 EDB2020 8 08Floater
A38 EDB2020 8 12Floater
A38 EDB2020 8 17Floater

The translations for several Action Codes will be changed:
C38 EDB0001 44 21LIMITED INCREASE
C38 EDB0001 44 27Limited Increase
C38 EDB0001 52 21LIMITED TO CAREER
C38 EDB0001 52 27Limited to Career
C38 EDB2033 52 27Limited to Career

The translations for one Separation Reason will be changed:
C38 EDB0141 CB 20Term of Limited Emp
C38 EDB0141 CB 33Termination of Limited Employment
C38 EDB0141 CB 25TERMINATN OF LIMITED EMP

Several non-EDB data element specific translations used in IDOCS will be changed:
C38 DOCS 010 45Change from Limited to Career Status
C38 DOCS 011 47Change from Casual Restricted to Limited Status
C38 DOCS 011 45Change from Casual Restrict to Limited Status
C38 DOCS 016 45Limited Increase

History Data Element Table (PPPHDE)

Data Element 5142 HRS-CAR-ELIG-TOT will be added as a monthly periodic data element on the PPPMTH table.

CICS Help & Data Dictionary

NOTE: Field level Help text adds/changes will be reflected in Data Dictionary changes for the data element involved.

Modified screen level Help text will be created for the IHR2 screen. See Attachment A.
Modified screen level Help text will be created for the IMTH screen. See Attachment B.
Expanded Career Status Eligibility for Employees
Detail Design
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New field level Help text will be created for the following new data elements. See Attachment A.
Total Hours Toward Career Status Eligibility        DE 0426
Hours Toward Career Status Eligibility for the Current Month   DE 5156
Hours Toward Career Status Eligibility for January         DE 5157
Hours Toward Career Status Eligibility for February        DE 5158
Hours Toward Career Status Eligibility for March           DE 5159
Hours Toward Career Status Eligibility for April           DE 5160
Hours Toward Career Status Eligibility for May             DE 5161
Hours Toward Career Status Eligibility for June            DE 5162
Hours Toward Career Status Eligibility for July            DE 5163
Hours Toward Career Status Eligibility for August          DE 5164
Hours Toward Career Status Eligibility for September       DE 5165
Hours Toward Career Status Eligibility for October          DE 5166
Hours Toward Career Status Eligibility for November         DE 5167
Hours Toward Career Status Eligibility for December         DE 5168

The new field level Help text for DE 0426 and DE 5156 through 5168 will be anchored to the IHR2 screen.
The new field level Help text for DE 0426 will be anchored to the IMTH screen.

Field level Help text will be modified for the following existing data elements:

Appointment Type        DE 2020
Appointment Type 3 will be modified to "Limited"
Appointment Type 8 will be added as "Floater".

Separation Reason Code  DE 0141
Separation Reason Code "CB" will be modified to "Termination of limited employee"

Appointme nt Level Action Code  DE 2033
Appointment Level Action Code DE 2034
Appointment Level Action Code DE 2035
Action Code "52" will be modified to "Limited to Career"
Forms

UPAY784
UPAY784 defines the PPP620 Program Run Specification.

Reports 10 and 12 descriptions will be changed to No Loner Used.
Report 13 description will be changed to Limited or Cas/Res Empl Approaching Vacation Eligibility.

UPAY869
UPAY869 defines update transactions for the Incentive Award Program Table.

It will be modified to list 8 as a valid value for Appointment Type.
JCL

PPORRRR1 (one-time):
JCL will be created for one-time program PPORRRR1. It will have a standard Errors and Warnings report at DD WRNPRT. It will create a standard EDB Change File (ECF). PPP180 JCL will be included in the sample JCL to read the ECF and produce a report for auditing purposes.

PPORRRR2 (one-time):
JCL will be created for one-time program PPORRRR2. It will have a standard Errors and Warnings report at DD WRNPRT. It will create a standard EDB Change File (ECF). PPP180 JCL will be included in the sample JCL to read the ECF and produce a report for auditing purposes.

PPP130
A new file will be added to PPP130 Monthly Periodic Maintenance for the report record file written by new program PPELCRPT.

PPELCRPT DD DSN=XXX.PPELCRPT,
   DCB=(RECFM=FB,LRECL=63)

PPP139(new)
JCL will be created for the new report program PPP139. It will read in the report file written by PPELCRPT and write three report files:
- PPP1392 for EMPLOYEES WITH 1000 HOURS - RETIREMENT SET TO "U",
- PPP1393 for EMPLOYEES APPROACHING 1000 ELIGIBLE HOURS
- Standard WRNPRT for messages, which will use report ID PPP1391.

Reports PPP1392 and PPP1393 will be written to a common DD PPP139N. Sort work JCL will also be required for the input file sort.

PPP390
The file defined by modified copymember CPWSX394 will have its LRECL increased to match the size of the expanded record.

//COM3940 DD DSN=PPS.COM3940A,
//****DCB=(RECFM=FB,LRECL=1070)
//     DCB=(RECFM=FB,LRECL=1200)
Attachments

Attachment A  IHR2 Screen Sample, Screen Level Help, Field Level Help.
Attachment B  IMTH Screen sample, Screen Level Help, Field Level Help
Attachment C  Sample Report: EMPLOYEES WITH 1000 HOURS TOWARD CAREER STATUS
Attachment D  Sample Report: EMPLOYEES APPROACHING 1000 HOURS TOWARD CAREER STATUS
Expanded Career Status Eligibility for Employees
Detail Design
1/30/01 1:47 PM

Attachment A

IHR2 Screen Sample

<table>
<thead>
<tr>
<th>Function</th>
<th>ID:</th>
<th>Name:</th>
<th>SSN:</th>
</tr>
</thead>
<tbody>
<tr>
<td>F: 1-Help</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F: 9-Jump</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Screen Level Help Text For IHR2 Screen

**EDBH IHR2** Help EDB Hours Toward Career Status Eligibility

**Function:** IHR2 displays hours toward benefits and career status eligibility for the current month and each of 12 prior months.

**Nature of Information:** IHR2 displays hours toward benefits and career status eligibility for each month in which earned, as well as total hours for the previous twelve months. All hours toward benefits and career status eligibility fields are system derived.

Field Level Help Text for IHR2 Screen

<table>
<thead>
<tr>
<th>Function</th>
<th>ID:</th>
<th>Name:</th>
<th>SSN:</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDB0426</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Publ.: 01/31/01 "HOURS TOWARD CAREER STATUS ELIGIBILITY--TOTAL"
Description: The total number of hours that qualify toward Career status, as of the beginning of the current process month.

Format:  nnnnnnn.nn

Code Interpr.: N/A

Command= F1=Help F2=EX help F3=eXit F7=BKwd F8=FWd F12=Cancel

EDB5156     HOURS TOWARD CAREER STATUS ELIGIBILITY-CURRENT MONTH

Publ.: 01/31/01 "HOURS TOWARD CAREER STATUS ELIGIBILITY-CURRENT MONTH"

Description: The total number of hours reported in the current month that qualify toward eligibility for career status.

Format:  nnnnnnn.nn

Code Interpr.: N/A

Command= F1=Help F2=EX help F3=eXit F7=BKwd F8=FWd F12=Cancel

EDB5157     HOURS TOWARD CAREER STATUS ELIGIBILITY-JANUARY

Publ.: 01/31/01 "HOURS TOWARD CAREER STATUS ELIGIBILITY-JANUARY"

Description: The total number of hours reported in January that qualify toward eligibility for career status.

Format:  nnnnnnn.nn

Code Interpr.: N/A

Command= F1=Help F2=EX help F3=eXit F7=BKwd F8=FWd F12=Cancel
Attachment B

IMTH Screen Sample

1234567890123456789012345678901234567890123456789012345678901234567890123456789

PPIMTH-IRRRR  History Inquiry  07/17/00 23:24
Monthly Accumulators  Userid: PAYPCW
ID: 000050020 Name: ABSENT, MARCUS  SSN: 555-55-5020
Incorrect Flag:

Retirement Gross:
Retirement Reduction:

Hours Toward Benefits Eligibility:
Hours Toward Career Status:

Next Func:  ID:  Name:  SSN:

F: 1-Help  3-PrevMenu  4-Print  5-GenDoc
F: 9-Jump  12-Exit

Modified Screen Level Help Text for IMTH Screen

HDBHXMTH  Monthly Accumulators  More: -+

Function: The IMTH screen is presented when the user requests either the IMTH or the UMTH function. IMTH displays historical month-to-date accumulators for an employee, one entry per screen. The user can scroll through any other occurrences of monthly accumulator data entries for the employee by using the F10 and F11 keys. The UMTH function allows the user to both view and enter a value in the "Incorrect Flag" field on the HDB entry.

The user may view historical records for a specific entry date by entering that date in the field labeled 'Date:' in the footer. If the user leaves the 'Date:' field blank, the record with the most recent date will be displayed first.

The user can avoid viewing records designated as incorrect by entering "N" in the field labeled "View Incorrect Records?". A "Y" entered in the field will retrieve both correct and incorrect records.

The user may update the "Incorrect Flag" field to change the designation from "correct" to "incorrect" by entering an "X" in the field. If the Incorrect Flag field is set to X, the user may change the designation from "incorrect" to "correct" by entering a "*" in the Incorrect Flag field, which will
reset the field to blank.

Nature of Information: IMTH (UMTH) contains monthly accumulators for retirement gross pay and retirement reductions and total hours towards benefits and career status eligibility.

There are no highly abbreviated or group fields on IMTH (UMTH).

Command ===> .
   F1=Help  F2=EX help  F3=eXit  F4=copy  F6=move  F7=BKwd  F8=FwD
   F12=Cancel
Field Level Help Text for new field on IMTH Screen

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<th>Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDB0426</td>
<td>TOTAL HOURS TOWARD CAREER STATUS ELIGIBILITY</td>
<td>nnnnnnn.nn</td>
</tr>
</tbody>
</table>

More: Publ.: 08/01/00 "TOTAL HOURS TOWARD CAREER STATUS ELIGIBILITY"

Description: The total number of hours that qualify toward eligibility for retirement, benefits and career status. This excludes overtime, differential, hours worked as casual.

Code Interpr.: N/A

Command= F1=Help F2=EX help F3=eXit F7=BKwd F8=FWd F12=Cancel
### EMPLOYEES WITH 1000 HOURS TOWARD CAREER STATUS

<table>
<thead>
<tr>
<th>EMP ID</th>
<th>NAME</th>
<th>HOURS</th>
<th>STATUS</th>
<th>DATE</th>
<th>NO TYPE</th>
<th>TITLE</th>
<th>BEGIN</th>
<th>END</th>
<th>%</th>
<th>TUC</th>
<th>DEPT</th>
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<tbody>
<tr>
<td>888777901</td>
<td>ADAMS, JOHN</td>
<td>1020.00</td>
<td>ACTIVE</td>
<td>02/01/98</td>
<td>10 3</td>
<td>4717</td>
<td>01/01/00</td>
<td>99/99/99</td>
<td>25%</td>
<td>99</td>
<td>345608</td>
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<tr>
<td>674321887</td>
<td>HENRY, PATRICK</td>
<td>1000.00</td>
<td>ACTIVE</td>
<td>04/01/00</td>
<td>10 2</td>
<td>7274</td>
<td>06/15/00</td>
<td>99/99/99</td>
<td>50%</td>
<td>99</td>
<td>345608</td>
</tr>
<tr>
<td>321987444</td>
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<td>1007.00</td>
<td>INACTIVE</td>
<td>03/01/90</td>
<td>10 3</td>
<td>5325</td>
<td>02/01/01</td>
<td>99/99/99</td>
<td>45%</td>
<td>99</td>
<td>345608</td>
</tr>
<tr>
<td>321444333</td>
<td>ROSS, BETSY</td>
<td>998.00*</td>
<td>ACTIVE</td>
<td>02/01/95</td>
<td>10 3</td>
<td>3370</td>
<td>03/15/00</td>
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<td>40%</td>
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<td>345608</td>
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<td>WASHINGTON, MARTHA</td>
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<td>LV W/PAY</td>
<td>03/17/88</td>
<td>10 3</td>
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**TOTAL EMPLOYEES FOR DEPARTMENT:** 5
### EMPLOYEES APPROACHING 1000 HOURS TOWARD CAREER STATUS

**DEPARTMENT:** 345608 Department of English

<table>
<thead>
<tr>
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<th>DATE</th>
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<td>01/01/01</td>
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<tr>
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<td>3</td>
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<td>02/01/00</td>
<td>99/99/99</td>
<td>40%</td>
<td>99</td>
</tr>
<tr>
<td>332112123</td>
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<td>950.00</td>
<td>LV W/O</td>
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<td>10</td>
<td>3</td>
<td>7472</td>
<td>03/01/01</td>
<td>08/30/01</td>
<td>45%</td>
<td>99</td>
</tr>
</tbody>
</table>

**TOTAL EMPLOYEES FOR DEPARTMENT:** 5