Release 1983

Service Request 83279
Employee-Initiated Reduction in Time

Detail Design
Introduction

Service Request 83279

Service Request 83279 asks for the reactivation of the Staff and Academic Reduction in Time (START) functionality with modified features and rebranded as the Employee-Initiated Reduction in Time (ERIT) Program.

Service Request 83279 provides the following background information:

In 2003, in response to the California State budget crisis, the University established the Staff and Academic Reduction in Time (START) program. This program was initially effective from June 2003 through June 2005 and then was extended through June 2006. Participants reduced their working hours by at least 5% with a maximum reduction of 50%. UCRP members accrue service credit at the same rate as they did before reducing their hours under START.

With the 2008 California State budget crisis the Regents approved reactivation of START for July 1, 2008 through June 30, 2010.

In November 2009 the Regents approved extending the START program through December 31, 2010. In addition, the Regents approved participation in START at time reductions less than 5% in order to facilitate coordination of START with a furlough/salary reduction program.

In 2011, with a funding crisis in both the California State budget and UCRP, a new program Employee-Initiated Reduction in Time (ERIT) having the same features as START except with respect to UCRP service credit has been designed.

Overview of PPS Modifications

Control Table Updates

Three new DOS codes will be added to the DOS table. Three DOS codes used for START will be inactivated. Twelve messages will be modified in the System Messages table. Three data elements will be updated in the Data Element table.

CICS Modifications

Field labels and help text will be modified on three screens.

EDB File Maintenance Process

The START related copybook used by the EDB File Maintenance Process will be modified to include the new ERIT DOS codes. Edit routines that use the copybook will be recompile to pick up the modifications.

Reporting

The START Participation reports (from PPP695) will be updated to reflect that the reports are also used by the ERIT program.
Programs

Modified Programs

PPBENRET
PPBENRET calculates the employer retirement benefit for all retirement plans.
In release 1914, it was modified to calculate the employer contribution differently for START DOS codes subject to UCRP. The program will be modified to apply this special calculation only to the original START DOS codes.

PP1730
PP1730 creates the STIP file for UCRP activity each compute and the retirement interface files and the Bureau of Labor Standards report (via PPPBLS) at month end.
It will be modified so that the budget initiative flag will be sent as spaces for ERIT distributions.

PPP695
PPP695 reports on employees who are participating in the START program. The program will also report on employees who are participating in the ERIT program and will be modified as follows:

- Handle ERT DOS Codes the same as RTP
- Handle ERS DOS Codes the same as RTS
- Handle ERB DOS Codes the same as RTB
- Update report headers, column headers and footnotes as specified in the service request.

Copy Members

CPWSTART
This copy member contains the initial date value of the Staff and Academic Reduction in Time (START) Program Begin Date, START Program End Date, and the valid START DOS Code(s).
This copy member will also be used for the Employee-Initiated Reduction in Time (ERIT) Program. The following will be updated:

- Begin Date will be changed to ‘2011-07-01’
- End Date will be changed to ‘2012-06-30’
- DOS codes ERT, ERS and ERB will be added to the array of START DOS constants.
- New field will be added to START-DOS-ITEMS to indicate if the table entry is specific to ERIT.

CICS Map Changes

PPELVE0
This map is used by screen processor program PPWELVE.
The fields labels used for START will be modified to show that the same fields are used for ERIT.
This map is used by screen processor program PPWIAPP.
The fields labels used for START will be modified to show that the same fields are used for ERIT.

PPIBA10
This map is used by screen processor program PPWIBA1.
The fields labels used for START will be modified to show that the same fields are used for ERIT.

CICS Help Updates

CICS Help Texts
CICS Help texts for the following will be updated and loaded into the CICS Help file. The appropriate CICS Help will be displayed in functions ELVE, IAPP and IBA1 when PF1 key is pressed,

- EDB 0495 (START/ERIT REDUCTION PERCENTAGE)
- EDB 0496 (START/ERIT BEGIN DATE)
- EDB 0497 (START/ERIT END DATE)
- EDB0495G (Group Help for START/ERIT data)

Forms

UPAY914 – PPP695 Program Run Specification
A line will be added to the header of the form to show that it will be used for ERIT (updated form included in Attachments).

Control Table Updates

Data Element Table
EDB data element 495 (START REDUCTION PERCENTAGE) will be modified to allow reduction percentage values from 5% to 50% (inclusive). The data element names of EDB data elements 495, 496 and 497 will be updated, “START” will be changed to “ERIT”.

Description of Service Table
Three new DOS codes will be defined on this table.
1. ERT (Employee Reduction in Time)
2. ERS (Employee Reduction in Time – Shift)
3. ERB (Employee Reduction in Time – Stipend)
Three DOS codes will be inactivated.
1. RTP (Reduction in Time Program)
2. RTS (Reduction in Time – Shift)
3. RTB (Reduction in Time – Stipend)
System Messages Table

The message text of the following messages will be updated.

1. 08-433 YOU MUST INDICATE VALUES FOR ALL START/ERIT FIELDS
2. 08-434 START/ERIT BEGIN DATE CANNOT BE PRIOR TO PROGRAM BEGIN DATE
3. 08-435 START/ERIT END DATE CANNOT BE BEFORE BEGIN DATE
4. 08-436 NO EMPLOYEE START/ERIT DATA ON RECORD
5. 08-437 DISTRIBUTION END DATE CANNOT BE LATER THAN START/ERIT END DATE
6. 08-438 START/ERIT END DATE MUST BE PRIOR TO JULY 1, 2012
7. 12-433 YOU MUST INDICATE VALUES FOR ALL START/ERIT FIELDS
8. 12-434 START/ERIT BEGIN DATE CANNOT BE PRIOR TO PROGRAM BEGIN DATE
9. 12-435 START/ERIT END DATE CANNOT BE BEFORE BEGIN DATE
10. 12-436 NO EMPLOYEE START/ERIT DATA ON RECORD
11. 12-437 DISTRIBUTION END DATE CANNOT BE LATER THAN START/ERIT END DATE
12. 12-438 START/ERIT END DATE MUST BE PRIOR TO JULY 1, 2012

Data Dictionary Updates

The name and description of the following Data Dictionary entries will be modified:

**EDB 0495**
START/ERIT REDUCTION PERCENTAGE

**EDB 0496**
START/ERIT BEGIN DATE

**EDB 0497**
START/ERIT END DATE
Attachments

UPAY914 – PPP695 Program Run Specification

<table>
<thead>
<tr>
<th>PROGRAM ID</th>
<th>PPP6951 REPORT</th>
<th>PPP6952 REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>01 11</td>
<td>12</td>
<td>13</td>
</tr>
</tbody>
</table>

PPP695 - SPEC

REPORT REQUESTS:
PPP6951 REPORT  1 = Employee Name order
PPP6952 REPORT  1 = Employee Name order within Home Department

PREPARED BY:     DATE:     APPROVED BY:     DATE:

RETN: ACCOUNTING UNTIL ACTION TAKEN