Service Request 83354
Overtime Double at Half

Technical Specification

December 5, 2011 (DRAFT)
Prepared by Caroline Rider

Information Technology Services
Office of the President
University of California

Version History

Version #	Date	Revised By	Reason for Change
1.0	12/05/11	Caroline Rider	Initial draft

Table of Contents

Introduction

The recent contract for AFSCME-represented employees requires the University to pay employees a premium for time worked that is over the daily hours threshold but below the work week threshold.

Service Request 83354

Service Request 83354 asks for the establishment of a new DOS code, ODH, to be used to pay a premium rate for hours that are over the work day threshold for overtime at double, but are under the work week threshold for overtime. It is similar to OTH, which is used in similar situations for overtime at time-and-a-half. The rate for ODH must be recalculated following the same rules that are used for OTH.

Background

The overtime rate is currently recalculated for OTP, OT2, OT3, and OTH; the recalculation is driven by hard-coded checks for these DOS codes.

Overview of System Modifications

Compute Process

The compute process will be modified to include ODH in the list of DOS codes (currently OTP, OT2, OT3, and OTH) for which the pay rate is recalculated

Design Considerations

Assumptions and Dependencies

- The new DOS code (ODH) will be added to the existing hard-coded values in programs. It would be more elegant to make the recalculation driven by an attribute of the DOS table, but that would add complexity to this project and likely have minimal use beyond this new DOS code

Testing Considerations

The same testing conditions that were used during the intial tests of the DOS code will apply here as well. The modifications apply to batch computes and online Rush Checks.

Mainframe Design

Compute

Cobol Programs

PPGRSPAR

PPGRSPAR is called by gross pay calculation programs to build the Payroll Audit Record. It will be modified to include 'ODH' in the list of overtime DOS codes.

PROCEDURE DIVISION

In section 6700-CALC-DERIVED-PCT, add a check for ‘ODH’.

In section 6800-ET-DERIVED-PCT, add a check for ‘ODH’.

PPGRSTIM

PPGRSTIM is called by gross pay calculation programs to process the time input on transactions. It will be modified to include ‘ODH’ in the list of overtime DOS codes.

WORKING-STORAGE

Under DOS-CONSTANTS, add OVERTIME-D-DOS, PIC XXX, value ‘ODH’.

PROCEDURE DIVISION

In section 5000-PROCESS-TIME, add checks in the two places that currently check for OVERTIME-H-DOS for OVERTIME-D-DOS.

PPRCGRSS

PPRCGRSS calculates gross pay for online Rush Check processing. It will be modified to include ‘ODH’ in the list of overtime DOS codes.

PROCEDURE DIVISION

In section 4000-TIME-INPUT, add a check for ‘ODH’ where there is currently a check for OTH.

Control Table Updates

CTL Database

UPAY forms are included with the requirements document and will contain detailed CTL update transactions. These will be keyed by the programmer and applied to the CTL database by running program PPP004.

Description of Service (DOS) Table

Unit Testing Requirements

Compute Process

The batch compute should include ODH pay with a mix of the following:

- REG pay
- by agreement pay
- other overtime pay
- no other pay
- pay for different pay periods

Rush Checks Process

The rush check should the same transactions that were done for the batch compute.

Service Request 83483
Hours Toward Benefits Eligibility

Technical Specification

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Prepared by Caroline Rider

Information Technology Services
Office of the President
University of California

Version History

Version #	Date	Revised By	Reason for Change
1.0	03/12/2012	Caroline Rider	Initial draft

Table of Contents

Introduction

The process that accumulates hours toward benefits eligibility requires that the DOS code must be subject to UCRP; that restriction is not appropriate.

Service Request 83483

Service Request 83483 asks that the process that accumulates hours toward benefits eligibility no longer restrict the accumulation to DOS codes that are subject to UCRP. The hours should be accumulated if they are considered hours on pay status.

Background

The current accumulation bypasses DOS codes with a UCRP-subject gross indicator of zero.

Overview of System Modifications

Compute Process

The compute process will be modified to not restrict the accumulation if the UCRP-subject gross indicator is zero. In addition, instead of using the UCRP subject gross indicator to set the sign of the hours, it will be modified to use the total subject gross indicator.

Testing Considerations

The DOS codes should include those with the hours on pay status indicator of Y and a mix of total gross and UCRP gross indicator values (the specific concern of the SR is DOS codes where the UCRP gross indicator is zero and the total gross indicator is not zero).

Mainframe Design

Compute

Cobol Programs

PPGRSPAR

PPGRSPAR is called by gross pay calculation programs to build the Payroll Audit Record. It will be modified to remove the check of the UCRP-subject gross indicator.

PROCEDURE DIVISION

In section 7000-UPDATE-HRS-BALS, comment out the following code:

```
IF KERN-EARN-UCRS-IND (EARN-INDX) = +1 OR -1
  CONTINUE
ELSE
  SET NOT-VALID-HRS-BEN-ELIG-APPT TO TRUE
END-IF.                                    .
```

In the same section, revise the following code to change the reference from KERN-EARN-UCRS-IND to KERN-EARN-PAYABLE-IND:

```
COMPUTE WORK-HRS-BEN-ELIG-TIME = WPAR-TIME (XPAR-NO-ACCTS)
                * KERN-EARN-UCRS-IND (EARN-INDX)
```

Unit Testing Requirements

Compute Process

The batch compute should include pay with a mix of the following:

- DOS codes with different pairings of UCRP gross indicator values (1, 0, -1) and total gross indicator values (1, 0, -1), particularly where they are different (such as 0 for UCRP and not 0 for total)
- Transaction types for normal pay (AU, AP, LX, RX) and adjustments (COHR: C2, O2, H2, R2) – it's not clear whether the COHR transactions are included in this processing.