Service Request 83695
Extend ERIT to June 30, 2014

Technical Specification

June 27, 2012
Prepared by Emma Sebastian

Information Resources & Communications
Office of the President
University of California
## Version History

<table>
<thead>
<tr>
<th>Version #</th>
<th>Date</th>
<th>Revised By</th>
<th>Reason for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>06/15/2012</td>
<td>Emma Sebastian</td>
<td>Initial</td>
</tr>
<tr>
<td>1.1</td>
<td>06/19/2012</td>
<td>Emma Sebastian</td>
<td>Kickoff: As per Ken, we can leave the ERIT begin date as is and just change the end date. Removed references to changing the Begin Date for ERIT.</td>
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<tr>
<td>1.2</td>
<td>06/27/2012</td>
<td>Emma Sebastian</td>
<td>Finalized version.</td>
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1 Introduction

Employee-initiated Reduction in Time (ERIT) program is a temporary, voluntary program in which eligible employees may, with the approval of their department, reduce their working hours and corresponding pay between 5 and 50%. It was offered by UC in an effort to address the budget deficit facing the University as a result of the State of California budget crisis and other budget reductions.

Service Request 83695

SR83695 asks for the modification to the Payroll Personnel System (PPS) to allow the extension of the Employee Initiated Reduction in Time (ERIT) program for another two years.

2 Background

ERIT was deployed in June 2011 as PPS Release 1983 and ran from July 1, 2011 to June 30, 2012. It closely resembles the predecessor program START which expired December 31, 2010. UCOP HR Policy has proposed extending ERIT until June 30, 2014. Public comment on the proposal is underway and concludes June 25, 2012. Approval of the extension is anticipated. PPS modification should begin in advance so as to permit locations to extend ERIT participation prior to the expiration of existing distributions.

3 Overview of System Modifications

To support SR83695 (the extension of the ERIT program through 06/30/2014), the PPS screen to enroll/maintain ERIT participants (PPPELVE0) needs revision so that the ERIT End date will reflect the new timeline.

Leave of Absence Entry Screen

The Program Begin Date and Program End Date for ERIT (START) are referenced in module PPEC156. The edits will remain the same. Only the ERIT/START program’s end date is changed.

4 Design Considerations

4.1 Assumptions and Dependencies

- The implementation of this SR is dependent on the approval of the extension.
- The features of the ERIT program as it was designed and deployed in June 2011 as PPS Release 1983 stay the same for this release. For instance, reduction percentage values remain from 5% to 50% (inclusive). All ERIT-related edits, processing (compute) and limitations remain the same.
- The same ERIT DOS codes will be used.

5 Testing Considerations

- Extending a current ERIT participant
- New ERIT participant
- Employee ERIT values in PPPEBT are properly updated
6 Mainframe Design

6.1 EDB maintenance edit/update process: ELVE - Leave of Absence Data

6.1.1 Copy Members

6.1.1.1 CPWSTART
This copylib member contains the initial date values of the Employee-initiated Reduction in Time (ERIT) program Begin Date, ERIT Program End Date, and the valid ERIT DOS Code(s). Please note that the field names still reflect the acronym START (Staff and Academic Reduction in Time), the predecessor program to ERIT.

The Program Begin Date and Program End Date are referenced in module PPEC156.

The following will need to be modified to accommodate the change requested in this Service Request:

- End Date will be changed to ‘2014-06-30’

6.1.2 Control Table Updates

6.1.2.1 CTL Database
CTL update transactions will be provided. These will be keyed by the programmer and applied to the CTL database by running program PPP004.

6.1.2.1.1 PPPMSG -System messages table (08)
PPPMSG contains the message text, severity, and reporting requirements for error and warning messages.

The following need to be changed:

- 08-438 START/ERIT END DATE MUST BE PRIOR TO JULY 1, 2012
- 12-438 START/ERIT END DATE MUST BE PRIOR TO JULY 1, 2012

7 Unit Testing Requirements

- Test requirements using online entry for ERIT on Leave of Absence Entry Screen.
- Test requirements using batch EDB maintenance. Consider using the EDB maintenance transactions for release 1983 (PAYDIST.R1983.CARDEXP(ERIT)) as a starting point for the batch EDB maintenance. The details for the employees participating in ERIT as it was used for release 1983 are on page 4 of the R1983 testplan.