

Release 1821

**Service Request 82172
START Program - 2008**

Detail Design

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Prepared by Pamela L Torres

Information Resources & Communications
Office of the President
University of California

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Introduction

Service Request 82172

Service Request 82172 asks that the Staff and Academic Reduction in Time (START) program be re-activated. To display START, the SR asks for changes to the System Messages Table, Consistency Edits, and EDB Inquiry function IAPP.

Service Request 82172 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.

With the current 2008 California State budget crisis the University is once again considering salary saving programs. The Campus Human Resource Officers (CHRO's) have recommended that the START program be re-activated. An item is being presented to The Regents at the May 2008 meeting recommending re-establishment of the START program. It is anticipated that The Regents will approve this at the May 2008 Regents meeting. The proposed program would be effective from July 1, 2008 through June 30, 2010.

The proposed START program allows an employee to reduce his/her appointment time from 10% to 50% for a period of at least one month (or 2 bi-weekly periods for biweekly-paid employees). In return, the employee receives full UCRP service credit and vacation and sick leave accrual at the pre-reduction rate.

The original START PPS Release 1482, <http://www.ucop.edu/payroll/REL2003/R1482/> established following processes:

A process to establish the percentage amount of START reduction

A process to pass the START reduction time on the monthly UCRS interface file so that UCRS service can be credited

A process to generate vacation and sick leave accrual at the employee's pre- START rate

Reporting of START participation

PPS Release 1648 extended START for an additional year beyond the original two-year program: <http://www.ucop.edu/payroll/REL2005/R1648/>

Most of the original, basic START functionality that was established in Release 1482 has been retained in PPS, and it is assumed that this will be verified through testing.

The Regents approved, at the May 2008 meeting, re-establishment of the START program.

Overview of PPS Modifications

Program PPPWIAPP will be modified to re-activate the employee START information on the IAPP screen.

Copy member CPWSTART will be modified to reflect the valid START begin and end dates.

CICS map PPIAPP0 will be modified to accommodate the START data elements.

START CICS data element Help texts, group level Help texts, and anchors will be re-activated.

Leave of Absence (LOA) and Senior Leadership Compensation Group (SLCG) group level Help text will be created to accommodate START data.

Programs

Modified Programs

PPWIAPP

PPWIAPP is the screen processor for the IAPP function (Appointment/Distribution).

The following START data elements will be added to the IAPP screen:

- START Reduction % (EDB0495)
- START Begin Date (EDB0496)
- START End Date (EDB0497)

To accommodate the above-mentioned START data elements the Leave of Absence (LOA) and Senior Leadership compensation Group (SLCG) data elements will be repositioned.

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).

The values of START-BEG-PROGRAM-DATE and START-END-PROGRAM-DATE will be modified to have the new valid dates.

CICS Map Changes

PPIAPP0

This map is used by screen processor program PPWIAPP.

This screen map will be modified to add appropriate labels and data fields for displaying the Start Reduction %, START Begin Date, and START End Date. This screen map will also be modified to reposition the LOA and SLCG data elements.

CICS Help Updates

CICS Help Texts

New CICS Help texts for the following groups will be loaded into the CICS Help file. The appropriate CICS Help will be displayed when the PF1 key is pressed on the following:

Group Help will be created for the following labels:

- LOA (label) - Leave of Absence (New)
- SLCG (label) - Senior Leadership Compensation Group (New)

Group Help and Data Element Help will be reactivated for the following:

- START (label) – Staff and Academic Reduction in Time
- EDB 0495 (START Reduction %)
- EDB 0496 (START Begin Date)
- EDB 0497 (START End Date)

CICS Help Anchors

Anchors for the following will be modified on the IAPP screen:

- LOA (Label / Group Level)
- SLCG (Label / Group Level)
- START (Label / Group Level)
- EDB 0137 (LOA start date)
- EDB 0138 (LOA return date)
- EDB 0139 (LOA type)
- EDB 0495 (START percent)
- EDB 0496 (START begin date)
- EDB 0497 (START end date)
- EDB 0388 (SLCG grade level)
- EDB 0389 (SLCG effective date)

Control Table Updates

System Messages Table

The following messages will be changed in this table.

1. 08-438 (START END DATE MUST BE PRIOR TO JULY 1, 2010)
2. 12-438 (START END DATE MUST BE PRIOR TO JULY 1, 2010)