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## **SR 82205 Requirements PPS Time Reporting Service**

### **Objective:**

The project objective is to provide an interface between the Payroll/Personnel System (PPS) online time reporting system and any time/attendance collection application capable of transmitting data over a network using common protocols.

### **Project Type:**

This is an enhancement to existing PPS functionality. The project will make existing CICS programs available as web services.

### **Requested by:**

Employee Systems Initiative (ESI) Group

### **Analyst:**

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### **Due Date(s):**

This project is not urgent.

Is it requested that the service be made available to campuses by September 2008, so that locations may take advantage of the functionality to alleviate the manual processing of PPS time data entry.

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## **1.0 Background**

In 2007, the ESI Planning Committee requested that the Payroll/Personnel Services unit design and develop a generic Payroll/Personnel System (PPS) web service to support various time collection applications in use throughout the University of California system.

The web service was to provide the ability to process a time transaction, execute existing PPS edits, post error-free time data to PPS, and return appropriate messages back to the time collection application.

The scope of the project is limited to the intermediary service that would provide a link between PPS time reporting components and a time collection application.

## **2.0 Current Process**

The Payroll/Personnel System currently supports processing of time and leave via batch programs or a suite of online CICS screens referred to as the Online Payroll Time Reporting System (OPTRS). In addition to these PPS processes, many locations have implemented local web-based systems for time collection.

### **Batch Time Transactions**

Flat time transactions may be processed via batch programs PPP350 and PPP360, which edit the transactions and update the Transaction Holding File.

### **OPTRS**

The Online Payroll Time Reporting System provides departmental users and central offices with processes and input screens designed for entry of time and leave data.

At the beginning of a pay cycle, a batch process is initiated which examines EDB appointments and creates an entry on the Time Table for each distribution deemed eligible for online time reporting. Subsequently this Time Table serves as the repository for user-entered time data. Each night, a batch process compares the data stored in the Time Table to that in the EDB. This process adds new distributions to the Time Table, flags ineligible distributions, and record changes to distributions which are still eligible for time entry.

From the online menu, a departmental user selects the IDTC screen to enter “time collection selection criteria” which determines the population selected for the time entry roster. A roster may contain employee records for a home department, cost center, or full accounting unit. The departmental user then enters regular time, overtime, and leave hours as necessary, using CICS entry screens. The Time Table records are updated to reflect this online data entry.

At the close of the pay reporting period, a batch program processes the Time Table data, generating time input transactions (‘TE’ and ‘TX’) and moving them to the Transaction Holding File (THF). From this point the transactions are processed in the final Payroll Edit along with other transactions generated from other sources.

### **Local web-based time collection applications**

Most locations have an automated means of collecting time and attendance data from at least a portion of their employee population. Applications in use include Kronos, HBS, Workforce Software, and various home-grown web applications.

In the case of several locations, there is no mechanism to post data automatically from the time collection application to PPS. Supervisors review time data collected and then generate reports resembling time rosters. The departmental payroll user references the report or spreadsheet to enter time data manually into the PPS Time Table, using OPTRS Departmental Time Collection screens. Alternatively, timesheet data may be transcribed into transaction format, using standard PPS UPAY forms, and key entered. Batch payroll programs then process the transactions and add them to the THF.

Several other locations have time and attendance applications that similarly collect time data from employees and timekeeping supervisors. At these locations, the application generates a file of formatted PPS pay transactions, using adjustment transaction types such as 'AP' (additional payments), 'LX' (late payments), 'RX' (reduction payments), and 'RA' (retroactive payments). PPS processes this file of transactions during the pre-compute process via existing batch programs PPP350 and PPP360.

### **3.0 Proposed Process**

The proposed time reporting service would expose existing PPS time reporting processes as “web services”, so that a campus web application could invoke the service and transmit time and leave data directly to PPS. The service would use existing CICS programs to process the data, apply appropriate error handling logic, then return confirmation or error messages back to the web application in real time.

- A web application user will initiate a submission of time and/or leave data for one or more employees. The action on the web application will invoke the PPS time reporting service in the location's PPS CICS region.
- The PPS time reporting service will first authenticate the requesting server as well as the requestor's MVS user ID and password. If authentication fails, the service will return appropriate error messages to the requestor.
- The web application will send time transaction data for each applicable employee distribution. For each transaction message received, the PPS time reporting service will validate key data and exercise existing edits in place for time and pay transactions. If the PPS time reporting service encounters any errors, it will send appropriate error information back to the service requester and, in the case of severe errors, block the data update. The PPS time reporting service will determine whether to reject the transaction based upon the severity level previously defined for the edit message.
- If the PPS time reporting service does not encounter any error conditions while processing the transaction, it will update the PPS Time Table with the submitted data and send a message back to the requester indicating that the update was successful.
- Web application users may continue to invoke the PSP time reporting service to update time data prior to the entry cutoff date. If the PPS time reporting service receives a request after the pay cycle cutoff date, it will reject the update and send an error message to the requester.

It is noted that the PPS time reporting service will interact with the Time Table in the same manner as the OPTRS programs. Once data in the Time Table has been updated, the existing subsequent processes to generate transactions for the THF will remain unchanged.

See Attachment A for a visual representation of the proposed process.

### **3.1 Re-use of Existing Functionality and Components**

It is noted that in general the PPS time reporting service will make use of existing functionality and components already in place for the Online Payroll Time Reporting System (OPTRS) and the application infrastructure.

Functionality which will be re-used and which will *not* require modification includes the following:

- Access control management (RACF) and data authorization (ARSM)
- Processes, business rules, data requirements of the OPTRS system, including the Time Table and related programs
- Existing error handling related to pay/time transactions and message data stored on the System Messages Table

The following modifications or additions will be requested to support the PPS time reporting service:

- Web server authentication and web service infrastructure (section 5.0).
- Modifications to two entries on the System Messages Table to correct message descriptions (section 6.1).
- Within the web service:
  - Processes to accept data input from a requester, invoke existing PPS logic to process time data, and send message output back to the requester (section 7.0)
  - Logic to reject data updates for Time Table entries that have been flagged as “blocked” during the nightly EDB/Time Table Comparison (section 7.3)

## **4.0 Project Considerations**

### **4.1 Assumptions and Dependencies**

Installation and usage of the PPS time reporting service are dependent on the following:

1. Installation of CICS version 3.2, with support for web service technology

2. Installation of Online Payroll Time Reporting System components

All modules associated with OPTRS functionality, deployed as PPS release 967, must be installed and operational.

3. Employees selection for OPTRS Time Table

The Time Table (PPPTIM) is used for extraction and storage of OPTRS payroll time data. The table is populated with distribution records based on the following selection criteria:

- Appointment Time Reporting Code must be ‘Z’ (online positive time reporting) or ‘R’ (online exception time reporting)
- Appointment Pay Cycle must match one of the cycles being paid

- The distribution must be deemed current for the applicable pay cycle

Distributions are bypassed if:

- the employee's Last Day on Pay was prior to the beginning of the pay cycle
- the employee is on leave without pay for the duration of the pay cycle (the Leave Begin Date is not after the Pay Begin Date and the Leave End Date is not prior to the Pay End Date)
- the distribution DOS code indicates exclusion (Pay Category indicates "suspense" or calculation function is blank)

In order for employee time data to be processed via the new PPS time reporting service, an employee's distribution record(s) must meet the criteria noted above.

#### 4. Continuation of existing PPS time transaction edits

Because the PPS time reporting service will utilize existing CICS programs, the error handling functions related to pay and time transactions will be executed by the time reporting service. A small number of new edits and error messages may be needed to supplement the existing transaction edits.

When returning error messages to the service requester (i.e. the time/attendance web application), the PPS time reporting service will return the existing PPS message ID and message text as defined in the PPS System Messages Table. Application developers may display this message as received, or create a local mapping to display different text depending on campus business needs.

### **4.2 Local Application Modifications**

To utilize the PPS time reporting service, locations will need to modify local time collection applications to:

1. Invoke the PPS time reporting service over a network
2. Send properly formatted XML data to the web service using defined protocols
3. Receive response from the PPS time reporting service over a network
4. Display returned confirmation or error messages per local requirements

Other enhancements, such as the ability to map returned messages to local translations or to track submitted and returned time transactions, may also be desired. Such enhancements to local applications would be outside the scope of the PPS service project.

## **5.0 Service Level Requirements**

### **5.1 Authentication**

The PPS time reporting service should authenticate the service requester prior to processing any time data. This authorization process should include the following levels of authentication:

- Web server, via verification of proper server certification
- MVS account, to gain access to the PPS
- CICS functional access (RACF)
- EDB data access (ARSM)

If authentication fails at any one of these levels, the PPS time reporting service should block access and issue the appropriate error message(s) to the service requester.

## 5.2 General Message Processing

The following requirements will be defined at the architectural level or as part of the technical implementation. As these elements are expected to be common to all web services developed, they will not be addressed in detail in these requirements.

- Message exchange protocols, including Simple Object Access Protocol (SOAP) message formatting and Web Services Description Language (WSDL) documents
- Session management, if needed
- Tracking and auditing of web service actions and service requesters
- Service performance

## 5.3 Service Availability

The web service availability will be contingent upon the availability of the PPS CICS region. It is noted that CICS region availability may be subject to service level agreements or technical restrictions.

## 6.0 Control Table Updates

### 6.1 System Messages Table

During analysis the following messages were identified as having outdated descriptions referencing the 'TRIP' program. Because the logic associated with the messages actually edits paid time off (PTO) balances, it is suggested that the message descriptions be modified in the following manner:

System message 36-125 (TRIP BONUS HOURS REPORTED ARE GREATER THAN TRIP BALANCE) should be modified to read:

**PTO** BONUS HOURS REPORTED ARE GREATER THAN **PTO** BALANCE

System message 36-127 (TRIP BONUS HOURS PAID ARE LESS THAN TRIP BALANCE) should be modified to read:

**PTO** BONUS HOURS PAID ARE LESS THAN **PTO** BALANCE

## 7.0 Time Transaction Processing

The PPS time reporting service should process one distribution record at a time, performing necessary edits and posting error-free data to the Time Table.

For each distribution record processed, the service should maintain confirmation or error messages generated and transmit the related message data back to the service requester as output.

### 7.1 Service Input

The PPS time reporting service should expect a service requester to transmit the following data:

#### Authentication

- MVS user ID
- MVS password

#### Cycle identifier

- Pay Cycle
- Pay Period End Date

#### Time file key data

- Employee ID
- Distribution Number
- Fiscal Year Indicator

#### Time file update data

- Title Code (*optional*)
- Full Accounting Unit (*optional*)
- Rate/Amount (*optional*)
- A/H Indicator (*optional*)
- WSP Indicator (*optional*)

#### *Regular Time:*

- DOS Code
- Total Time
- H/%

#### *Overtime/Leave 1-4:*

- DOS Code
- Total Time
- Prorate Leave Indicator

Authentication, cycle identification, and time file key data should be required input data.

For the optional time file update data, if data is received from the service requester and no fatal errors are encountered, the service should update the Time Table with the data passed. Otherwise, if no data is sent for these fields, the existing data on the Time Table should be used when constructing time transactions.

The service requester must transmit either 'regular time' or 'overtime/leave data' for each employee distribution record sent.

## **7.2 Time Table Processing**

The PPS time reporting service should exercise existing time transaction edits as outlined in sections 7.4 and 7.5.

If an edit has a message severity level of '5' ('Transaction Reject') or greater, the service should not update the Time Table with the data submitted. Otherwise, if all messages are less than fatal, the service should update the Time Table data for the employee distribution record and flag the record to indicate that the data has been updated. It is noted that the mechanism of flagging updated records in the Time Table is part of the existing OPTRS functionality.

## **7.3 Data Synchronization Processing**

The batch EDB/Time Table Comparison program, run nightly at most payroll locations, identifies EDB changes on the Time Table. The following changes are captured during this process:

1. If a new time-eligible distribution has been added to the EDB, the distribution data is added to the Time Table and the record is flagged to indicate a new entry (code 9996).

The time reporting service should process update data for these entries per the requirements noted elsewhere in this document. No special behavior is required for new entries to the Time Table.

2. If a distribution is no longer eligible for inclusion on the Time Table, the distribution record on the Time Table is flagged as a blocked entry (code 9999). Further data entry is prohibited online.

The time reporting service should also reject any update to blocked records and return an appropriate error message to the service requester. It is suggested that the service return the following or similar error message:

**P0-168 EDB distribution deleted or ineligible; transaction blocked**

It is noted that the current online severity of message P0-168 is '0' (no display).

3. If the Distribution Number is found on both the EDB and the Time Table, the program compares the following data on the Time Table transaction image to a new transactional image based on retrieved EDB data:

- Transaction Code
- FAU (Location, Account, Cost Center, Fund, Project Code, Sub Account)
- Title Code
- Rate/Amount
- Rate Indicator (A/H)
- Regular DOS
- Employee Relations Code
- Appointment Type
- Distribution Unit Code

If the transactional images are not equivalent, and it is determined that the EDB data has changed, then the original Time Table entry is flagged as a blocked entry (code 9999). The new transaction image is added to the Time Table and flagged with a warning code. Code 9997 indicates a change in Time Reporting Code from positive to exception time; code 9998 indicates the reverse change. All other changes are flagged with code 9995.

For records where a new entry has been created, the PPS time reporting service should block update to the original record, update the new record, and return the appropriate error message.

For records that indicate a new exception time entry (code 9997), the PPS time reporting service should return the following existing message:

**P0-166 EDB appointment now exception; re-enter time if appropriate**

For records that indicate a new positive time entry (code 9998), the PPS time reporting service should return the following existing message:

## **P0-167 EDB appointment now positive; re-enter time if appropriate**

For records that indicate any other type of data change (code 9995), the PPS time reporting service should return the following existing message:

## **P0-164 EDB distribution data has changed; re-enter time if appropriate**

### **7.4 Service Output**

When issuing messages back to the requester, the PPS time reporting service should transmit the following data:

- Message ID, from the System Messages Table
- Message description, from the System Messages Table
- Online message severity, from the System Messages Table
- Data element number(s) associated with each error condition
- Any additional reference text associated with the error message

For each record processed, the PPS time reporting service may generate multiple messages of varying severity.

If the PPS time reporting service is able to post the submitted data to the Time Table without error, the service should return a confirmation message to the requester. It is suggested that this message be consistent with messages issued online, in CICS, to indicate a successful update.

### **7.5 Time File Key Data Edits**

If any of the required data (employee ID, distribution number, fiscal year indicator) are not passed in the service request, or if there is no record in the Time Table corresponding to the key data, the PPS time reporting service should return a fatal error to the requester indicating that no matching record was found.

### **7.6 Existing Time Transaction Edits**

The following edits are triggered in batch and online processing of time ('TE', 'TX') and pay ('AP', 'LX', 'RA', 'RX') transactions. The PPS time reporting service should trigger the same edits and reject or update the Time Table based on the online severity associated with each system message.

The development of the PPS time reporting service will not require any change to the logical conditions of these edits. The list is presented here for informational purposes only. See Attachment B for a tabular inventory of the existing edits.

#### **7.6.1 Pay Cycle Edits**

1. If the pay cycle data received is not a valid pay cycle/pay period end date combination, then the PPS time reporting service should return an appropriate error message back to the service requester.
2. If the time roster cutoff date for the pay cycle has been achieved, then the PPS time reporting service should block any update to the Time Table and issue the following message back to the service requester:

P0162 Entry cutoff has been reached. No entry permitted

3. If the pay cycle is not yet available for entry, then the PPS time reporting service should return an appropriate error message back to the service requester.

### 7.6.2 Range/Value Edits

If a service requester submits an illegal value for one of the following data elements, the PPS time reporting service should trigger existing OPTRS range/value edits, reject the illegal value, and issue the standard range/value edit message back to the service requester.

- Title Code
- Full Accounting Unit
- Rate/Amount
- A/H Indicator
- H/% Indicator
- OT Time (Hrs)

### 7.6.3 Appointment Level Edits

#### A/H Indicator

If the Calculation Function of the Regular Time DOS code entered is 'R' or 'F', and if the A/H Indicator is 'A' but the H/% Indicator is not '%', or if the A/H Indicator is 'H' but the H/% Indicator is not 'H', then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-105 A/H INDICATOR AND H/PERCENT IND ARE INCONSISTENT

#### Title Code

1. If the Title Code is not found in the Title Code Table, the following message is issued with a severity level of '3' ('Warning'):

36-060 INVALID TITLE CODE

2. If the Title Code is a postdoctoral paid direct title (Title Code 3254), the following message is issued with a severity level of '5' ('Transaction Reject'):

36-423 PAY INPUT DISALLOWED FOR POSTDOC PAID DIRECT TITLE CODE

3. If the transaction is an exception pay time transaction (TE), and the Title Code is different than the Title Code associated with the appointment, the following message is issued with a severity level of '3' ('Warning'):

36-174 TITLE CODE DIFFERENT FROM THAT IN APPOINTMENT

4. If the transaction is positive pay time (TX), and the Title Code is different than the Title Code associated with the appointment, the following message is issued with a severity level of '3' ('Warning'):

36-151 TITLE CODE DIFFERENT FROM THAT IN APPOINTMENT

5. If the DOS Code entered is restricted to postdoctoral fellow payments ('FEN', 'FEL', or 'PDD'), and the Title Code is not a designated postdoctoral fellow title, the following message is issued with a severity level of '5' ('Transaction Reject'):

36-422 DOS VALUE ENTERED IS RESTRICTED TO POSTDOC FELLOW TITLE CODE

6. If the Title Code is a designated postdoctoral fellow title (Title Code 3253), and the DOS code entered is **not** one of the DOS codes used for postdoctoral fellow payments ('FEN', 'FEL', or 'PDD'), the following message is issued with a severity level of '5' ('Transaction Reject'):

36-423 DOS VALUE ENTERED IS DISALLOWED FOR POSTDOC FELLOW TITLE CODE

7. If the Transaction Type is 'TX', 'TE', 'AP', 'LX', or 'RX':

- If the FLSA Indicator of the transaction DOS Code is 'N', and if the Appointment FLSA Status Indicator (EDB 2005) is '1' (exempt), *or*
- If the Appointment FLSA Status Indicator is blank, and the Title Code FLSA Status Code is '1' or the Title Code is not found,

then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-048 FLSA STATUS IS EXEMPT, DOS NOT PERMITTED FOR PAYMENT

#### 7.6.4 Distribution Level Edits

##### Distribution Number

1. If the Transaction Type is 'TE', and if the Appointment End Date (EDB 2003) is prior to the pay cycle begin date (from the PPPPCR table), then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-172 DISTRIBUTION NUMBER IS FOR AN EXPIRED APPOINTMENT

5. If the Transaction Type is 'TE', and if the pay cycle end date (from the PPPPCR table) is prior to the Appointment Begin Date (EDB 2002), then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-173 DISTRIBUTION NUMBER IS FOR A FUTURE APPOINTMENT

3. If the Transaction Type is 'TE', and if the pay rate entered is not equal to the Distribution Pay Rate (EDB 2055), then the following message is issued with a severity level of '3' ('Warning'):

36-176 RATE/AMOUNT NOT EQUAL TO THAT IN EDB DISTRIBUTION

4. If the Transaction Type is 'TX', and if the pay rate entered is not equal to the Distribution Pay Rate (EDB 2055), and if the Regular Time DOS code is not 'BYA' or 'PRQ', then the following message is issued with a severity level of '3' ('Warning'):

36-152 RATE/AMOUNT NOT EQUAL THAT IN EDB DISTRIBUTION

5. If the Transaction Type is 'TE', and if the DOS code is not 'WOS', and if the DOS code Pay Category is 'S' or the Calculation Function is '04', then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-180 DISTRIBUTION NO IS FOR A W/O SALARY OR SUSPENSE TYPE EDB DIST

6. If the Transaction Type is 'TX', and if the DOS code is not 'WOS', and if the DOS code Pay Category is 'S' or the Calculation Function is '04', then the following message is issued with a severity level of '5' ('Transaction Reject') in batch and online:

36-155 DISTRIBUTION NO IS FOR A W/O SALARY OR SUSPENSE TYPE EDB DIST

Pay Rate

If the Pay Rate is not numeric, or if the Pay Rate is equal to 0, and the Transaction Type is not 'LX' or the Regular Time DOS code is not spaces, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-102 RATE/AMOUNT NOT NUMERIC

Time on Call Rate

1. If the TOC Indicator for the DOS code is not blank, and if there is no Time On Call Rate found on the Title Code Table for the Title Code/On Call Code combination, then the On Call Rate is set to zero. If the On Call Rate is zero, and if the Reg Time fields contain data or the pay rate is zero, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-116 TIME ON CALL INVALID FOR THIS TITLE - NO RATE IN TABLE

2. If the TOC Indicator for the DOS code is not blank, and if there is no Time On Call Rate found on the Title Code Table for the Title Code/On Call Code combination, then the On Call Rate is set to zero. If the On Call Rate is zero, and if the Regular Time fields are blank and the pay rate is not zero, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-118 TOC INVALID FOR TITLE - NO RATE IN TABLE; RATE ON TRANSACTION

Full Accounting Unit

1. If the Account/Fund number is invalid, then the following message is issued with a severity level of '3' ('Warning'):

AU-032 ACCOUNT/FUND NUMBER NOT IN ACCOUNT/FUND PROFILE

2. If the sub account is invalid, then the following message is issued with a severity level of '3' ('Warning'):

AU-033 SUB ACCOUNT CODE NOT VALID FOR THIS ACCOUNT/FUND

3. If the FAU department code is invalid or spaces, then the following message is issued with a severity level of '5' ('Transaction Reject'):

39-939 DEPARTMENT CODE NOT ON ACCOUNT/FUND PROFILE

4. If the Transaction Type is 'TE', and if the FAU entered is not equal to the Full Accounting Unit associated with the distribution, and if the pay cycle is not a biweekly fiscal year end cycle (pay cycle = 'B' and month = '06'), then the following message is issued with a severity level of '3' ('Warning'):

36-177 LOC/ACCOUNT/FUND/SUB-BUDGET DOES NOT MATCH EDB DISTRIBUTION

5. If the Transaction Type is 'TX', and if the FAU entered is not equal to the Full Accounting Unit associated with the distribution, then the following message is issued with a severity level of '3' ('Warning'):

36-156 LOC/ACCOUNT/FUND/SUB-BUDGET DOES NOT MATCH EDB DISTRIBUTION

#### DOS Code

1. If the DOS Code is not found, the following message is issued with a severity level of '5' ('Transaction Reject'):

36-038 INVALID DESC. OF SERVICE CODE

2. If the DOS Code is an obsolete severance code ('SEV', 'PLN'), the following message is issued with a severity level of '5' ('Transaction Reject'):

36-431 DOS CODE OBSOLETE, SHOULD NOT BE USED FOR PAYMENT

3. If the DOS Code is 'ITL', 'ITS', 'ITP', 'VTL', or 'VTS', the following message is issued with a severity level of '5' ('Transaction Reject'):

36-430 THIS DOS CODE IS INVALID ON THIS TRAN

4. If the DOS Code indicates a postdoctoral fellow payment ('FEL'), and the Citizenship Status Code does not indicate that the employee is a non-resident alien, the following message is issued with a severity level of '5' ('Transaction Reject'):

36-428 PAY INPUT OF POSTDOC 'FEL' DOS MUST BE TO NON-RESIDENT ALIEN

5. If the DOS Code is 'PDW', reserved for without salary postdoctoral appointments, the following message is issued with a severity level of '5' ('Transaction Reject'):

36-420 DOS INELIGIBLE FOR PAYMENT ENTRY - POSTDOC WITHOUT SALARY

6. If the DOS Code is 'FEN', and the Citizenship Status Code indicates non-resident alien status, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-429 PAY INPUT OF POSTDOC 'FEN' DOS CANNOT BE TO NON-RESIDENT ALIEN

#### **7.6.5 Regular Time Data**

1. If Regular Time is not numeric, the following message is issued with a severity level of '5' ('Transaction Reject'):

### 36-044 TIME NOT NUMERIC

2. If 'Reg Time H/%' is equal to '%' and the Regular Time entered is greater than 100 percent, the following message is issued with a severity level of '3' ('Warning'):

### 36-045 TIME GREATER THAN 100%

3. If the Regular Time DOS Code and both overtime/leave DOS codes are all spaces, then the following message with a severity level of '5' ('Transaction Reject'):

### 36-130 NO DATA PRESENT IN BOTH REGULAR & OVERTIME/LEAVE SECTIONS

4. If the transaction is positive pay time (TX), and if the Regular Time DOS code is not spaces, and if the Regular Time DOS code is not equal to the distribution Description of Service Code (EDB 2056), the following message is issued with a severity level of '3' ('Warning'):

### 36-154 DESC OF SERVICE FOR REGULAR TIME NOT EQUAL EDB DISTRIBUTION

5. If the transaction is exception time (TE), and if the Regular Time DOS code is not spaces, and if the Regular Time DOS code is not equal to the distribution Description of Service Code (EDB 2056), the following message is issued with a severity level of '3' ('Warning'):

### 36-179 DESC OF SRVC FOR REGULAR TIME NOT EQUAL EDB DISTRIBUTION

6. If the Regular Time DOS code is 'VLA' or 'SLA', or the DOS code Pay Category is 'L', or the DOS Hours code is 'O', or 'P', then the following message is issued with a severity level of '5' ('Transaction Reject'):

### 36-106 DESC OF SERVICE INVALID FOR REGULAR TIME SECTION

7. If the Calculation Function of the Regular Time DOS code is 'R' or 'F':

- If the DOS Pay Category is 'S', or
- If the Transaction Type is not 'TE' and the DOS Hours code is not spaces and the Regular Time is '0' (zero)

then the following message is issued with a severity level of '3' ('Warning'):

### 36-040 TIME MUST BE ENTERED FOR DESCRIPTION OF SERVICE

8. If the Calculation Function of the Regular Time DOS code is not 'R' or 'F', and if the DOS Hours code is equal to spaces and the Regular Time entered is not '0', then the following message is issued with a severity level of '5' ('Transaction Reject'):

### 36-042 TIME MUST NOT BE ENTERED FOR THIS DESC OF SERVICE

9. If the Regular Time DOS code is 'TRM', and if the H/% Indicator is '%', then the following message is issued with a severity level of '3' ('Warning'):

### 36-107 TIME WILL BE TREATED AS HOURS FOR TRM DOS COD

## 7.6.6 Overtime and Leave Data Edits

## OT/LV Hours and DOS Codes

1. If the OT/LV DOS Code entered is 'VAC' or 'VAX'<sup>1</sup>, and if the OT/LV time entered is greater than the Vacation Leave Hours Balance (EDB 5185), then the following message is issued with a severity level of '3' ('Warning'):

36-122 VACATION HOURS REPORTED ARE GREATER THAN VACATION BALANCE

2. If the OT/LV DOS Code entered is 'SKL' or 'SKX', and if the OT/LV time entered is greater than the Sick Leave Hours Balance (EDB 5186), then the following message is issued with a severity level of '3' ('Warning'):

36-124 SICK LEAVE HOURS REPORTED ARE GREATER THAN SICK LEAVE BALANCE

3. If the OT/LV DOS Code entered is 'PTO' or 'PTT', and if the OT/LV time entered is greater than the Paid Time Off Hours Balance (EDB 5187), then the following message is issued with a severity level of '3' ('Warning'):

36-125 TRIP BONUS HOURS REPORTED ARE GREATER THAN TRIP BALANCE

4. If the OT/LV DOS Code is 'CTO' or 'CMP', and if the OT/LV time entered is greater than the Compensatory Time Hours Balance (EDB 5110), then the following message is issued with a severity level of '3' ('Warning'):

36-126 COMPENSATORY HOURS REPORTED ARE GREATER THAN COMP TIME BALANCE

5. If the OT/LV DOS Code entered is 'PTT', and if the OT/LV time entered is less than the Paid Time Off Hours Balance (EDB 5187), then the following message is issued with a severity level of '3' ('Warning'):

36-127 TRIP BONUS HOURS PAID ARE LESS THAN TRIP BALANCE

6. If the OT/LV DOS Code is not 'TRM', and if the OT/LV time entered is spaces or zero, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-110 DESC OF SERVICE ENTERED WITHOUT HOURS FOR OVERTIME/LEAVE

7. If the Pay Category of the OT/LV DOS code is 'P' or 'S', or if the Pay Category is 'D' and the Factor is zero, or if the Hours Code is not O, N, or P and the OT/LV DOS code is not 'VLA', 'CTA', or 'SLA', then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-114 DESC OF SRVC INVALID FOR OVERTIME/LEAVE

8. If the value of System Parameter 051 ("automated leave indicator") is equal to zero, and if the OT/LV DOS Code is VAC, VLA, VAX, SKL, SLA, SKX, CTO, or CTA, then the following message is issued with a severity level of '3' ('Warning'):

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<sup>1</sup> 'VAX' and 'SKX' DOS codes are employed for prorated leave usage. See PPS release 1576 for information on leave proration.

36-120 LEAVE TYPE DESC OF SERVICE INVALID WITH NO LEAVE ACCOUNTING  
OPTN

9. If the OT/LV DOS Code entered is 'VAX' or 'SKX', and if the FAU is determined to be invalid for 'VAX' or 'SKX' usage, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-090 ACCOUNTING UNIT OR FUNDING PROHIBITS "VAX" OR "SKX" ENTRY

10. If any of the regular time fields contain data, and:

- the Regular Time DOS code is blank, or
- if the Calculation Function of the Regular Time DOS Code is 'A' or spaces, and the Hours Code of the OT/LV DOS code is 'O' or 'P'

then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-128 OVERTIME/LEAVE DESC OF SERVICE NOT VALID WITH REGULAR DOS

Leave Pro-ration

1. If the Leave Prorate Indicator is not blank, and if the Leave Prorate is not 'N', then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-088 LEAVE PRORATE IND MUST BE BLANK (ELIG FOR PRORATION) OR "N" (NO)

2. If the OT/LV DOS Code is 'VAX' or 'SKX', and if the Leave Prorate Indicator is not blank, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-089 WHEN "VAX" OR "SKX" ENTERED, LEAVE PRORATE IND MUST BE BLANK

3. If the OT/LV DOS Code is 'VAX' or 'SKX', and if the Pay Category of the Regular Time DOS Code is 'D', then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-094 "VAX" OR "SKX" PROHIBITED WHEN 1ST DOS IS SHIFT; USE VAC OR SKL

4. If the OT/LV DOS Code entered is 'VAX' or 'SKX', and if the value of System Parameter 285 is zero or greater than 12, then the following message is issued with a severity level of '5' ('Transaction Reject'):

36-091 CAMPUS PROHIBITS USE OF "VAX" OR "SKX" (REF: SYS PARM 285)

**7.6.7 Work Study**

1. If the Work Study program code is not found, then the following message is issued with a severity level of '3' ('Warning'):

36-080 WORKSTUDY PROGRAM CODE NOT ON TABLE

2. If the fund number should not be a work study fund, then the following message is issued with a severity level of '3' ('Warning'):

36-081 FUND NUMBER SHOULD NOT BE WORKSTUDY PROGRAM FUND NUMBER

3. If the Work Study program has expired, then the following message is issued with a severity level of '3' ('Warning'):

36-082 WORKSTUDY PROGRAM HAS EXPIRED

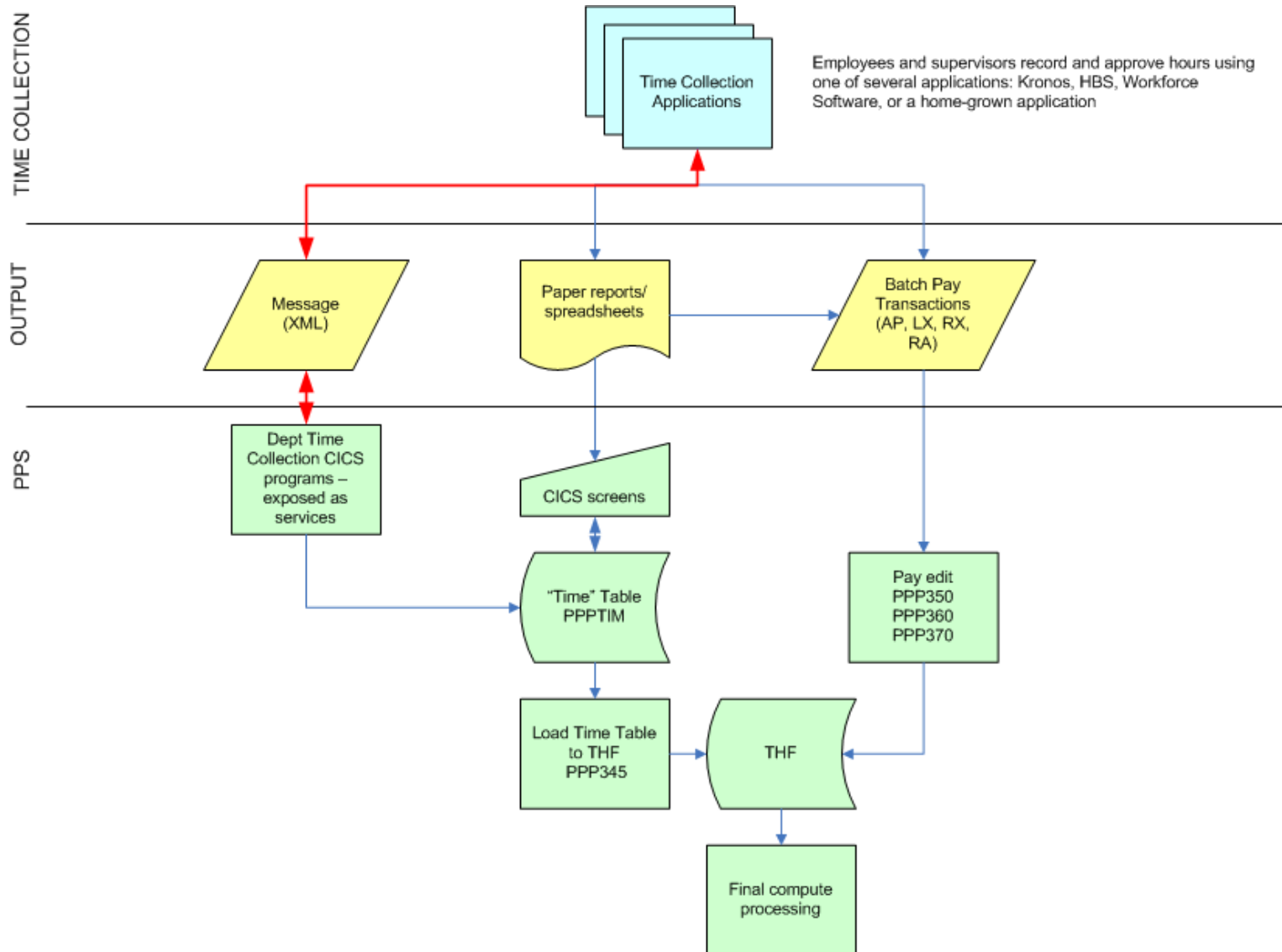
4. If the Work Study program is a future program, then the following message is issued with a severity level of '3' ('Warning'):

36-083 WORKSTUDY PROGRAM IS A FUTURE PROGRAM

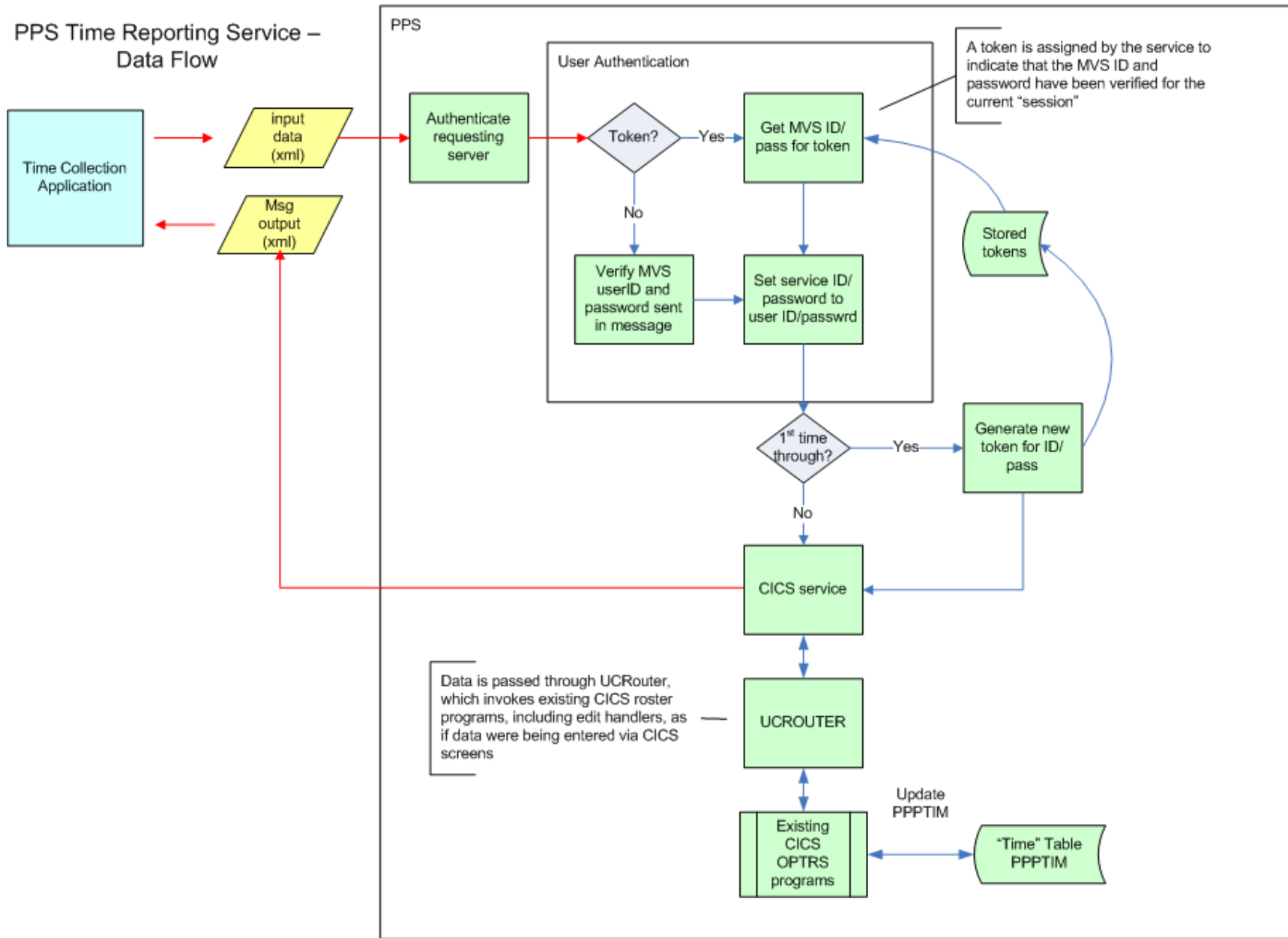
5. If the WSP Indicator of the DOS code entered is 'X', and if the WSP split indicator on the transaction is not spaces, then the following message is issued with a severity level of '3' ('Warning'):

36-084 DOS CODE NOT SUBJECT TO WORK STUDY SPLIT

# SR82205 Attachment A: Proposed Time Reporting Processes



# PPS Time Reporting Service – Data Flow



## SR82205

### Attachment B: Existing Transaction Edits and Error Messages

The following inventory includes all time and pay transaction edits in modules PPEDTPAY and PPEDTTEX. Not all edits are triggered during online OPTRS data entry. These edits are highlighted in gray, and are not applicable to the time reporting service.

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
1	A/H Indicator H/% Reg Time	36-100	INVALID HOURS/PERCENT INDICATOR	5-Trans Reject	5-Trans Reject	All
2	A/H Indicator	36-104	INVALID AMOUNT/HOURLY RATE INDICATOR	5-Trans Reject	5-Trans Reject	All
3	A/H Indicator H/%	36-105	A/H INDICATOR AND H/PERCENT IND ARE INCONSISTENT	5-Trans Reject	5-Trans Reject	All
4	Appt Type	36-063	INVALID APPOINTMENT TYPE CODE	3- Warning	3- Warning	All
5	Batch Type	36-012	TRANSACTION NOT IN PROPER BATCH TYPE	N/A	3- Warning	TX TE
6	Distribution Number	36-144	DISTRIBUTION NUMBER MISSING	5-Trans Reject	5-Trans Reject	TX TE
7	Distribution Number	36-145	APPOINTMENT NOT ESTABLISHED FOR DISTRIBUTION NUMBER	5-Trans Reject	5-Trans Reject	TX TE
8	Distribution Number	36-149	DISTRIBUTION NUMBER IS FOR AN EXPIRED APPOINTMENT	5-Trans Reject	5-Trans Reject	TX

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
9	Distribution Number	36-150	DISTRIBUTION IS FOR A FUTURE APPOINTMENT	5-Trans Reject	5-Trans Reject	TX
10	Distribution Number	36-152	RATE/AMOUNT NOT EQUAL THAT IN EDB DISTRIBUTION	3-Warning	3-Warning	TX
11	Distribution Number	36-153	DISTRIBUTION DATES ON EDB NOT FOR CURRENT PAY PERIOD	3-Warning	3-Warning	TX
12	Distribution Number	36-155	DISTRIBUTION NO IS FOR A W/O SALARY OR SUSPENSE TYPE EDB DIST	5-Trans Reject	5-Trans Reject	TX
13	Distribution Number	36-172	DISTRIBUTION NUMBER IS FOR AN EXPIRED APPOINTMENT	5-Trans Reject	5-Trans Reject	TE
14	Distribution Number	36-173	DISTRIBUTION NUMBER IS FOR A FUTURE APPOINTMENT	5-Trans Reject	5-Trans Reject	TE
15	Distribution Number	36-175	DISTRIBUTION NUMBER NOT ESTABLISHED FOR EXISTING APPOINTMENT	5-Trans Reject	5-Trans Reject	TE
16	Distribution Number	36-176	RATE/AMOUNT NOT EQUAL TO THAT IN EDB DISTRIBUTION	3-Warning	3-Warning	TE

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
17	Distribution Number	36-178	DISTRIBUTION DATES ON EDB NOT FOR CURRENT PAY PERIOD	5-Trans Reject	5-Trans Reject	TE
18	Distribution Number	36-180	DISTRIBUTION NO IS FOR A W/O SALARY OR SUSPENSE TYPE EDB DIST	5-Trans Reject	5-Trans Reject	TE
19	Distribution Number	36-181	DISTRIBUTION NUMBER NOT ESTABLISHED FOR EXISTING APPOINTMENT	3-Warning	3-Warning	TX
20	Distribution Unit Code	36-064	INVALID DISTRIBUTION UNIT CODE	3-Warning	3-Warning	All
21	DOS Code	36-038	INVALID DESC. OF SERVICE CODE	5-Trans Reject	5-Trans Reject	TX TE All
22	DOS Code	36-420	DOS INELIGIBLE FOR PAYMENT ENTRY - POSTDOC WITHOUT SALARY	5-Trans Reject	5-Trans Reject	All
23	DOS Code Title Code	36-422	DOS VALUE ENTERED IS RESTRICTED TO POSTDOC FELLOW TITLE CODE	5-Trans Reject	5-Trans Reject	All
24	DOS Code Title Code	36-423	DOS VALUE ENTERED IS DISALLOWED FOR POSTDOC FELLOW TITLE CODE	5-Trans Reject	5-Trans Reject	All
25	DOS Code Title Code	36-421	PAY INPUT DISALLOWED FOR POSTDOC PAID DIRECT TITLE CODE	5-Trans Reject	5-Trans Reject	All

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
26	DOS Code Employee ID	36-428	PAY INPUT OF POSTDOC 'FEL' DOS MUST BE TO NON-RESIDENT ALIEN	5-Trans Reject	5-Trans Reject	All
27	DOS Code Employee ID	36-429	PAY INPUT OF POSTDOC 'FEN' DOS CANNOT BE TO NON-RESIDENT ALIEN	5-Trans Reject	5-Trans Reject	All
28	DOS Code	36-430	THIS DOS CODE IS INVALID ON THIS TRAN	5-Trans Reject	5-Trans Reject	All
29	DOS Code	36-431	DOS CODE OBSOLETE, SHOULD NOT BE USED FOR PAYMENT	5-Trans Reject	5-Trans Reject	All
30	Employee ID	36-010	EMPLOYEE NOT ON DATA BASE	5-Trans Reject	5-Trans Reject	TX TE
31	Employee ID	36-011	MINIMUM DATA TO PROCESS NOT ON DATA BASE	5-Trans Reject	5-Trans Reject	TX TE
32	Employee ID Employment Status	36-018	EMPLOYEE INACTIVE NOT WITHIN ACCEPTABLE PERIOD	3-Warning	3-Warning	TX
33	Employee ID Employment Status	36-019	EMPLOYMENT STATUS INVALID-EMPLOYEE ON LEAVE W/O PAY	3-Warning	3-Warning	TX
34	Employee ID Employment Status	36-020	EMPLOYMENT STATUS INVALID - EMPLOYEE SEPARATED	3-Warning	3-Warning	TX

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
35	Employee ID Employment Status	36-022	EMPLOYEE SEPARATED	5-Trans Reject	5-Trans Reject	TE
36	Employee ID Employment Status	36-024	EMPLOYEE INACTIVE	3-Warning	3-Warning	TE
37	Employee ID Employment Status	36-026	EMPLOYEE ON LEAVE WITHOUT PAY	5-Trans Reject	5-Trans Reject	TE
38	Employee ID	36-142	CONTROL NUMBER DID NOT MATCH TIME REPORT FILE	N/A	5-Trans Reject	TX
39	End Date Appt Type	36-068	APT TYP CD ON CURRENT TRAN WILL BE USED ONLY IF DIST IS UNMATCHED	3-Warning	3-Warning	All
40	End Date	36-141	PAY PERIOD END DATE NOT FOR CURRENT PROCESS	5-Trans Reject	5-Trans Reject	TX TE
41	ERC	36-062	INVALID EMPLOYEE RELATIONS CODE	3-Warning	3-Warning	All
42	ERC End Date	36-067	EMP REL CD ON CURRENT TRAN WILL BE USED ONLY IF DIST IS UNMATCHED	3-Warning	3-Warning	All
43	FAU	36-156	LOC/ACCOUNT/FUND/SUB-BUDGET DOES NOT MATCH EDB DISTRIBUTION	3-Warning	3-Warning	TX
44	FAU	36-177	LOC/ACCOUNT/FUND/SUB-BUDGET DOES NOT MATCH EDB DISTRIBUTION	3-Warning	3-Warning	TE

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
45	FAU	39-939	DEPARTMENT CODE NOT ON ACCOUNT/FUND PROFILE	5-Trans Reject	5-Trans Reject	All
46	FAU	AU-032	ACCOUNT/FUND NUMBER NOT IN ACCOUNT/FUND PROFILE	3-Warning	3-Warning	All
47	FAU	AU-033	SUB ACCOUNT CODE NOT VALID FOR THIS ACCOUNT/FUND	3-Warning	3-Warning	All
48	Leave Prorate	36-088	LEAVE PRORATE IND MUST BE BLANK (ELIG FOR PRORATION) OR "N" (NO)	5-Trans Reject	5-Trans Reject	All
49	Leave Prorate OT/LV DOS	36-089	WHEN "VAX" OR "SKX" ENTERED, LEAVE PRORATE IND MUST BE BLANK	5-Trans Reject	5-Trans Reject	All
50	Leave Prorate OT/LV DOS FAU	36-090	ACCOUNTING UNIT OR FUNDING PROHIBITS "VAX" OR "SKX" ENTRY	5-Trans Reject	5-Trans Reject	All
51	Leave Prorate OT/LV DOS	36-091	CAMPUS PROHIBITS USE OF "VAX" OR "SKX" (REF: SYS PARM 285)	5-Trans Reject	5-Trans Reject	All
52	Leave Prorate OT/LV DOS	36-092	TOO OLD (SYS PRM 285) FOR "VAX" OR "SKX"; USE VAC OR SKL	5-Trans Reject	5-Trans Reject	All
53	Leave Prorate OT/LV DOS	36-093	"VAX" OR "SKX" USE PROHIBITED WITH REDUCED PAY "RX" TRANSACTIONS	5-Trans Reject	5-Trans Reject	All
54	Leave Prorate OT/LV DOS	36-094	"VAX" OR "SKX" PROHIBITED WHEN 1ST DOS IS SHIFT; USE VAC OR SKL	5-Trans Reject	5-Trans Reject	All
55	OT/LV DOS OT/LV Time	36-108	HOURS NOT NUMERIC FOR OVERTIME/LEAVE	5-Trans Reject	5-Trans Reject	All
56	OT/LV DOS	36-110	DESC OF SERVICE ENTERED WITHOUT HOURS FOR OVERTIME/LEAVE	5-Trans Reject	5-Trans Reject	All

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
57	OT/LV DOS	36-114	DESC OF SRVC INVALID FOR OVERTIME/LEAVE	5-Trans Reject	5-Trans Reject	All
58	OT/LV DOS	36-120	LEAVE TYPE DESC OF SERVICE INVALID WITH NO LEAVE ACCOUNTING OPTN	3-Warning	3-Warning	All
59	OT/LV DOS	36-128	OVERTIME/LEAVE DESC OF SERVICE NOT VALID WITH REGULAR DOS	5-Trans Reject	5-Trans Reject	All
60	OT/LV time	36-122	VACATION HOURS REPORTED ARE GREATER THAN VACATION BALANCE	3-Warning	3-Warning	All
61	OT/LV time	36-124	SICK LEAVE HOURS REPORTED ARE GREATER THAN SICK LEAVE BALANCE	3-Warning	3-Warning	All
62	OT/LV time	36-125	TRIP BONUS HOURS REPORTED ARE GREATER THAN TRIP BALANCE	3-Warning	3-Warning	All
63	OT/LV time	36-126	COMPENSATORY HOURS REPORTED ARE GREATER THAN COMP TIME BALANCE	3-Warning	3-Warning	All
64	OT/LV time	36-127	TRIP BONUS HOURS PAID ARE LESS THAN TRIP BALANCE	3-Warning	3-Warning	All
65	Pay Cycle	36-140	CURRENT TIME DATA INVALID FOR SPECIAL PAYROLLS	5-Trans Reject	5-Trans Reject	TX TE
66	Pay Cycle	36-143	PAY CYCLE CODE INVALID FOR CURRENT PROCESS	5-Trans Reject	5-Trans Reject	TX TE
67	Pay Cycle	36-146	PAY CYCLE CODE DIFFERENT FROM THAT IN APPOINTMENT.	5-Trans Reject	5-Trans Reject	TX TE
68	Pay Rate	36-102	RATE/AMOUNT NOT NUMERIC	5-Trans Reject	5-Trans Reject	All
69	Pay Rate	36-116	TIME ON CALL INVALID FOR THIS TITLE - NO RATE IN TABLE	5-Trans Reject	5-Trans Reject	All

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
70	Pay Rate	36-118	TOC INVALID FOR TITLE - NO RATE IN TABLE; RATE ON TRANSACTION	5-Trans Reject	5-Trans Reject	All
71	Pay Rate	36-132	RATE/AMOUNT REQUIRED FOR OVERTIME/LEAVE DESC OF SERVICE	5-Trans Reject	5-Trans Reject	
72	Reg Time Reg Time DOS	36-040	TIME MUST BE ENTERED FOR DESCRIPTION OF SERVICE	3-Warning	3-Warning	All
73	Reg Time Reg Time DOS	36-042	TIME MUST NOT BE ENTERED FOR THIS DESC OF SERVICE	5-Trans Reject	5-Trans Reject	All
74	Reg Time	36-044	TIME NOT NUMERIC	5-Trans Reject	5-Trans Reject	All
75	Reg Time Reg Time H/%	36-045	TIME GREATER THAN 100%	3-Warning	3-Warning	TX TE
76	Reg Time DOS	36-106	DESC OF SERVICE INVALID FOR REGULAR TIME SECTION	5-Trans Reject	5-Trans Reject	All
77	Reg Time DOS H/%	36-107	TIME WILL BE TREATED AS HOURS FOR TRM DOS CODE	3-Warning	3-Warning	All
78	Reg Time DOS	36-130	NO DATA PRESENT IN BOTH REGULAR & OVERTIME/LEAVE SECTIONS	5-Trans Reject	5-Trans Reject	All
79	Reg Time DOS	36-154	DESC OF SERVICE FOR REGULAR TIME NOT EQUAL EDB DISTRIBUTION	3-Warning	3-Warning	TX
80	Reg Time DOS	36-179	DESC OF SRVC FOR REGULAR TIME NOT EQUAL EDB DISTRIBUTION	3-Warning	3-Warning	TE
81	Reg Time DOS Employee ID	36-406	NO VALID SEVERANCE PAY DATA FOUND ON DATA BASE	5-Trans Reject	5-Trans Reject	All

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
82	Reg Time DOS Employee ID	36-408	TRANSACTION INVALID - SEVERANCE PAYOUT ALREADY MADE	5-Trans Reject	5-Trans Reject	All
83	Time Reporting Code	36-147	TRANSACTION INVALID FOR EXCEPTION REPORTING APPOINTMENT	5-Trans Reject	5-Trans Reject	TX
84	Time Reporting Code	36-148	TRANSACTION IS FOR WITHOUT SALARY APPOINTMENT	3- Warning	3- Warning	TX
85	Time Reporting Code	36-170	TRANSACTION INVALID FOR POSITIVE REPORTING APPOINTMENT	5-Trans Reject	5-Trans Reject	TE
86	Time Reporting Code	36-171	TRANSACTION IS FOR WITHOUT SALARY APPOINTMENT	5-Trans Reject	5-Trans Reject	TE
87	Title Code DOS	36-048	FLSA STATUS IS EXEMPT, DOS NOT PERMITTED FOR PAYMENT	5-Trans Reject	5-Trans Reject	All
88	Title Code	36-060	INVALID TITLE CODE	3- Warning	3- Warning	All
89	Title Code	36-061	INVALID TITLE CODE EQUALS SPACES	5-Trans Reject	5-Trans Reject	All
90	Title Code	36-151	TITLE CODE DIFFERENT FROM THAT IN APPOINTMENT	3- Warning	3- Warning	TX
91	Title Code	36-174	TITLE CODE DIFFERENT FROM THAT IN APPOINTMENT	3- Warning	3- Warning	TE

#	Field(s)	Message ID	Message description	Online Severity	Batch Severity	Transaction Type(s)
92	WSP	36-080	WORKSTUDY PROGRAM CODE NOT ON TABLE	3-Warning	3-Warning	All
93	WSP	36-081	FUND NUMBER SHOULD NOT BE WORKSTUDY PROGRAM FUND NUMBER	3-Warning	3-Warning	All
94	WSP	36-082	WORKSTUDY PROGRAM HAS EXPIRED	3-Warning	3-Warning	All
95	WSP	36-083	WORKSTUDY PROGRAM IS A FUTURE PROGRAM	3-Warning	3-Warning	All
96	WSP	36-084	DOS CODE NOT SUBJECT TO WORK STUDY SPLIT	3-Warning	3-Warning	All