

Custom Programming Request for CDS Dynamic Class Rules Version 2.0

Business Case:

CDS pays shift differentials or shift premiums to employees when working shifts outside normal business hours as an added incentive to work these different hours.

Current Process:

Currently the calculation of these shift premiums is done manually, by multiple CDS timekeepers. Automating this would reduce errors and more accurately apply the correct shift differentials while creating re-deployable labor hours.

Requested Output:

Based on the shift pay rules below, the output would be in regards to the bi-weekly payroll file that CDS sends to the HSC. The file layout should NOT change at all. Currently the output will show to pay the employee 40 hours at shift 1, or 40 hours at shift 3 for example. Would like to have 3G product calculate when the shift to pass to the payroll file.

Business Rules:

Constants For ALL Rules Below:

1. If the employee qualifies for the shift premium the premium applies to all PAID hours for that week, UNLESS otherwise stated.
2. A 'Week' is determined as starting on Saturday and ending on the following Friday.
3. 'Weekend' days are defined as Saturday and Sunday.
4. ****NOTE 'Rules' provided below detail out which employees are eligible to receive shift pay by Division and Department Number. This information should be available in the Cybershift 3G product under the 'Department' Field which is a 16 position field that will include, among other things, the employee's department and division numbers.**

Rules:

2. If the Division Number is 010 AND the Department Number is 1049 OR 1109 OR 1169 OR 1149 OR 1199 OR 1229 OR 1329 OR 7209 OR If the Division Number is 090 AND the Department Number is 1209 OR 7209 AND 40% or more of the employee's hours for the week are paid on a weekend AND they must have paid hours on both Saturday and Sunday, then all paid hours should be paid at shift code 2.

3. If LOCATION is HARLAN AND 50% or more of the employees hours are *paid* between 11:00PM and 7:00AM, then all paid hours should be paid at shift code 3.

4. If LOCATION is BETHLEHEM OR PRESCOTT AND the employee *is paid* 50% of their hours BETWEEN 4:00pm and MIDNIGHT then all paid hours should be paid at shift 4.

5. If Division Number is 010 and Department Number is 1014 OR 1114 OR 1324 OR 1144 OR 1194 OR 1234 OR 1044 OR If Division Number is 020 and Department Number is 1114 OR If Division number is 050 and Department number is 1184 OR If Division number is 090 and Department Number is 7204 OR If Division number is 110 and Department Number is 9554 AND the employee DID NOT WORK 50% OR MORE OF THEIR WEEK'S WORK HOURS BETWEEN 11:00PM and 7:00AM, but they *were paid* hours on the weekend, then ONLY the weekend hours (Saturday or Sunday) should be paid at shift code 4. All other hours of the week paid at the normal rate.

7. If Division is 010 and Department Number is 1049 OR 1109 OR 1169 OR 1149 OR 1199 OR 1229 OR 1329 OR 7209 OR If Division Number is 090 AND Department Number is 1209 OR 7209 AND 20% or more of the employee's hours are paid on the weekend, then all paid hours should be paid at shift code 4.

8. If LOCATION is BETHLEHEM AND any hours are *paid* on the weekend, then pay at shift code 4 for just those hours worked on the weekend.

11. If LOCATION is BOONE OR HARLAN OR DIVISION is 010 AND Department Number is 1010 OR 1280 OR 2280 OR DIV is 030 AND Department Number is 3001 OR 3021 OR 3031 OR 3051 OR 3081 OR 3091 OR DIVISION is 050 AND Department Number is 1010 OR 1140 OR 1240 OR 5020 OR 5200 OR 5210 OR Division is 090 AND Department Number is 1000 OR 1200 AND 50% or more of the employee's hours are *paid* between 4:00PM and Midnight, *MONDAY THROUGH FRIDAY* then all paid hours should be paid at shift code 5.

15. If LOCATION is BETHLEHEM AND 50% or more of the employee's hours are paid between 11:00PM AND 7AM then all paid hours should be paid at shift code 6.

16. If Division is 090 AND Department Number is 1204 OR If Division number is 020 AND Department number is 1204 OR If Division Number is 050 and Department

number is 5204 and the employee *is paid* any hours on either Saturday or Sunday AND the employee *is paid 50% of their hours between 7AM and 5PM Monday – Friday* then all paid hours should be paid at shift code 7.

17. If Division is 050 AND Department Number is 5200 OR 5210 OR 5020 OR 1240 OR If Division is 090 AND Department Number is 1200 AND the employee was paid 6 hours or more on one weekend day, or paid 8 hours or more over the entire weekend, then all paid hours should be paid at shift code 7.

20. If Location is Wilton OR Tipton OR Division is 050 AND Department Number is 1250 OR 1260 OR 1261 OR If Division is 080 AND Department Number is 1025 OR 2815 OR 2840 OR 2845 OR 2895 OR If Division is 110 AND Department Number is 9555 AND 50% or more of the employee's hours for the week are paid between 4:00pm and MIDNIGHT, then all paid hours for the week should be paid at shift code 8.

21. If Division is 061 AND Department Number is 3300 OR 3391 OR 3392 OR 3393 OR 3394 AND 50% or more of the employee's hours for the week are paid between 3:30PM and 1:30AM, then all paid hours for the week should be paid at shift code 8.

23. If Location is Wilton OR Tipton OR Division is 050 AND Department Number is 1250 OR 1260 OR 1261 OR If Division is 080 AND Department Number is 1025 OR 2815 OR 2840 OR 2845 OR 2895 OR If Division is 110 AND Department Number is 9555 AND 50% of the hours for the week are paid between 11:00pm and 7AM, then all paid hours for the week are paid at shift code 9.

24. If Division is 061 AND Department Number is 3300 OR 3391 OR 3392 OR 3393 OR 3394 AND 50% or more of the employee's hours for the week are paid between 7:15PM and 7:15AM, then all paid hours for the week should be paid at shift code 9.

25. If Division is 061 AND Department Number is 3300 AND the shift occurs between 10:30PM and 6:30AM all paid hours for the week are paid at shift code 9.

30. If Division is 030 and Department Number is 3021 OR 3031 OR 3051 OR 3081 OR 3091 and 50% or more of the employee's hours for the week are paid on SATURDAY and SUNDAY then all paid hours for the week are paid at shift 7.

33. If the Division Number is 010 AND the Department Number is 1049 OR 1109 OR 1169 OR 1149 OR 1199 OR 1229 OR 1329 OR 7209 OR If the Division Number is 090 AND the Department Number is 1209 AND 40% or more of the employee's hours for the week are paid between 11:00pm and 7:00am, then all paid hours should be paid at shift code 2.

35. If Division is 090 and Department Number is 1204 or Division Number is 020 and Department Number is 1204 or if Division is 050 and Department Number is 5204 and 50% of their hours are *paid* between 4p and midnight and employee has hours *paid* on either Saturday or Sunday, then all paid hours should be paid at shift code 4.

Last edited on 1/18/2012:
added “If Division number is 090 and Department Number is 7204 OR” to Rule number 5.

Last edited on 2/27/2012:
Added “If Division number is 090 and department is 7209” to rule #2
Added “If Division number is 090 and department is 7209” to rule #7
Removed department 7204 from Division 010 - rule #5