

System Enhancement SE 78: 02/25/2012 Release Summary

Issue Date: February 16, 2012

Audience: HR Offices

Release Item	Description
FLSA Work Schedule - Create 80 Hour FLSA Period	Create a new 80 hour FLSA period. This implementation includes the following: <ul style="list-style-type: none"> • New Timesheet and flex schedule rules for the 14-day, 80-hour schedule. • Leave will be accrued at the end of the 80-hour FLSA period; after the timesheets are approved. • Overtime will not be calculated until the employee exceeds 80 hours worked in the FLSA period. • Schedule is available for both biweekly and monthly agencies.
Overtime Calculation - Career Service Excluded Employees	Update system calculations for career service excluded employees to pay the employees straight time pay up to their contract hours for the pay period. Currently the People First system is providing these employees with regular compensatory leave for hours between their scheduled hours and their contract hours. This logic will be applied effective March 1, 2012.
Career Service Annual Leave Roll-Over	An issue was discovered following the annual leave roll-over where certain employees annual leave balance rolled over at less than 360 hours. This release will correct this issue. Once released, the impacted employees leave balances will be corrected by the system to reflect the correct roll-over hours.
Creation of New Agency – Participation in the State’s Health and Insurance Plans	Create a new “benefits only” (BENO) agency titled Volunteer Florida. The agency will participate in the state’s cafeteria plan, effective with the coverage month beginning March 1, 2012. The employees in the agency will only use People First for health and insurance.