Core-CT

Conversion TAS Data Findings

Overview:
While importing TAS data from the VAX into EPM on Oracle Database, the below was noted.

1. Some columns store data in multiple formats (i.e., Agency column will have blank, zero, 4101, 7102 and CDHI values for the same agency).
2. The year 1900 was used in various columns (i.e., Creation Date column on the attendance file used a value of 2/2/1900). This might be a conversion row, but there are also other odd dates like 2/28/1929 for creation date.
3. The TAS files allow duplicate rows.
4. Since employees can contain information in more than one agency directory location, information has the potential to be duplicated.
5. Some columns store data in different usage formats (i.e., Attendance Hours column on the attendance file contains the value "1" meaning one day but also contains the value "7" meaning seven hours in one day). This can impact calculations. If the value = 1, then multiplying Attendance Hours column times Standard Hours Per Day column should result in number of hours entered for that day. However, value = 1 could also mean the employee took 1 hour of time off.
6. The Type Employee field on the Employee Master table contains numeric values (i.e., 1, 2 5) and alphanumeric values (i.e., F, P).
7. The last name column may contain an employee's last name plus name suffix.
8. The first name column may contain an employee's first name plus name suffix.
9. Invalid characters (i.e., #, &, ") were replaced with space(s).
10. When the state transitioned from 7 hours to 7.25 then to 7.5, an issue arose with how to administer PL time after PL was already granted/and partially used. The solution was to allow individuals to use what was once their full day (7 hours) and then grant the remainder balance (.25 or .5) in Paid Administrative Leave. This allowed the employee to receive the full day's equivalent of PL time while not disturbing those who already used full day increments prior to the change in hours.
11. At times attendance data was entered in more than one place, hence causing duplication on the EPM side. For example on 7/7/1995, 7 Hours of regular time was entered for agenies DAS / Pers & Labor Relations and DAS / Bureau of Human Resources for the same employee.

Core-CT

EPM Additions/Notes:

Additions were made on EPM side holding the imported TAS data. Below was noted.

1. Department ID (DEPTID) column was added to hold current Core-CT Department ID values.
2. Load Date/Time (LOAD_DTTM) column was added to hold the current date value the row was loaded.
3. Indexes were created on EPM Tables to allow duplicates.
4. Earning and Earning Balance information can be combined into the EPM Earning table since these tables contain the same information/columns.
5. Fields/columns needed for the Annual Attendance report exist between Attendance and Employee Master tables.
6. There are security concerns which need to be addressed.