

**Release 1481**

**Service Request 80381  
Expanded Student Eligibility for UCRP**

**Detail Design**

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## **Introduction**

Effective July 1, 2002, University of California Retirement Plan (UCRP or Plan) Regulation 2.20 was modified to redefine those employees considered to be at the University of California primarily for the purposes of receiving an education and training and thus ineligible for UCRP membership.

The UCRP Plan document, Section 2.20, defines who is and who is not considered to be an "Eligible Employee" for Plan membership. Among those employees not considered to be an Eligible Employee for Plan membership are those employees at the University of California primarily for purposes of obtaining an education or training. UCRP Regulation 2.20 further amplifies this exclusion by defining this group. Historically, the Eligible Employee student exclusion has generally applied to an employee who is a student and who is employed for less than 100% time.

In recent years there has been a shift in the demographics of the UC student/employee population. There are now more employees with 50% or more appointments who happen to be students. It is no longer standard that all students spend most of their time on education or that all students who are also employed work in jobs closely connected to their academic pursuit. In recognition of the fact that the current student and employee populations overlap in different ways than when the regulation defining "Eligible Employee" was originally adopted, UC Human Resources/Benefits has revised UCRP Regulation 2.20 to more accurately exclude from UCRP only those students whose employment is connected to their educational pursuit. The refinement is intended to permit UCRP eligibility for employees who are working at University jobs for a significant portion of the time and also happen to be students and provides consistency in the treatment of student employees and non-student employees with similar appointments.

## **Differences from Requirements**

### **Policy Enforcement**

The Service Request 80381 defines several policies which are not currently enforced in PPS. It needs to be clear that some conditions can exist in PPS which might be in conflict with policy as stated in the Service Request.

For example, on pages 1 and 2 the SR states:

The revised Regulation 2.20 provides that effective July 1, 2002 an employee is considered to be at the University of California primarily for the purposes of receiving an education or training, and thus excluded from UCRP membership, if:

(a) such employee is appointed to an academic position contingent upon student status, i.e., titles restricted to students (Class Title Outline (CTO) codes = 400-499);

PPS edits for non-students, based on Student Status, being enrolled in student titles, but does not prevent it. Nor does the Retirement Code derivation process necessarily exclude such employees from consideration, though most such titles and their appointments are excluded from consideration due to the titles Retirement-1 Code. Another appointment could qualify such an employee for UCRP enrollment.

For another example, on page 2 the SR states that an employee should be included in UCRP when:

(d) such employee has multiple appointments at the same or different UC locations which, when aggregated, total at least 50% time for at least a year's duration.

PPS does not provide for such multiple-campus processing, and such a policy therefore is not enforced by PPS.

**This release does not address any PPS logic to enforce policy other than the changes defined below for program PPFICRET.**

### **Report Format**

The Appointment > 50% column in the SR report sample was removed, as it is implied in the derivation rules that all reported employees will have current appointments equal to or greater than 50%.

The BELI Indicator column was added to allow identification of employees enrolled in UCRP but having a BELI Indicator greater than 1.

## Programs

### PPEC101

PPEC101 performs Retirement Code consistency edits during EDB updates.

Currently, if an employee has a Student Status of 3, 4, 6 or 7, and any Retirement Code other than H (Safe Harbor), message 08-123 is issued:

REGIST GRAD OR UNDERGRAD STUDENT INELIG FOR RETIRE

PPEC101 will be modified to remove this edit since Student Status is no longer relevant to UCRP eligibility.

### PPFICRET

PPFICRET is called during both explicit and periodic EDB updates to derive Retirement Code, FICA Code and UI Code, when appropriate.

None of the high level logic blocking derivation (e.g. Retirement FICA Derivation Indicator is N), will be modified.

None of the logic excluding appointments from consideration (e.g. the Title Code has a Retirement Code 1 equal to zero, or the Appointment Type is 8 (Floater)), will be modified.

Once any appointment has been accepted for consideration under current rules, it will be determined if there is a full year of at least 50% time for each day. If so, **regardless of Student Status**, a UCRP Retirement Code of U will be derived.

```
IF PPFICRET-HRS-BEN-ELIG-ACHIEVED
  AND BENS-ELIG-APPT-EXISTS
  AND (STUDENT-STATUS = '1' OR '2' OR '5')      ←==Retains restriction
    IF RET-ELIG-CODE = '1'                       for 1000 hours to
      MOVE '1' TO PPFICRET-RETIREMENT-CODE      Student Status 1, 2 or 5
    ELSE
      MOVE 'U' TO PPFICRET-RETIREMENT-CODE
      SET PPFICRET-BEN-ELIG-U-DERIVED TO TRU
    END-IF
  SET PPFICRET-RET-DERIVED TO TRUE
ELSE
*****IF EQUAL-TO-100-PCT                        ←==Delete
*****OR (EQUAL-TO-50-PCT AND                   ←==Delete
***** (STUDENT-STATUS = '1' OR '2' OR '5'))   ←==Delete
  IF EQUAL-TO-50-PCT                             ←==Insert; 50%, any Student
    IF RET-ELIG-CODE = '1'                       Status
      MOVE '1' TO PPFICRET-RETIREMENT-CODE
    ELSE
      MOVE 'U' TO PPFICRET-RETIREMENT-CODE
    END-IF
  SET PPFICRET-RET-DERIVED TO TRUE
END-IF
END-IF.
```

FICA derivation will follow current rules, with Citizenship and Visa Type codes sometimes deriving an N FICA Code for a UCRP enrollee. FICA derivation will follow current rules, with Retirement/FICA Derivation Indicator L deriving an M FICA Code for a UCRP enrollee

UI derivation will follow current rules, by which a U Retirement Code results in a C (Covered) UI Code.

## One-Time Programs

### PPOTRRRR

A one-time program will be created to call the modified PPFICRET for possible re-derivation of Retirement Code, FICA Code and UI Code for employees with Student Status 3, 4, 6 or 7.

The program will be capable of running in non-update and update mode. An EDB Change File (ECF) will be created in either mode. A report of changes will be printed in either mode. This will allow review of results prior to actual update. See Attachment A for a sample report.

A Run Specification record at DD CARDFIL will be required to indicate whether non-update mode (REPORT) or update mode (UPDATE) is requested.

PPOTRRRR-SPECREPORT

Or

PPOTRRRR-SPECUPDATE

If the Run Specification record is missing, or the program ID is incorrect, or the requested mode is invalid, an error message will be issued and the job will end with a Condition Code 8.

The EXTERNAL XDEC array element for Retirement Code (0122) will be set off to properly control PPFICRET logic.

```
MOVE ZERO TO XDEC-DATA-ELEM-CHANGE-IND (0122).
```

The EXTERNAL XACN Hire and Rehire actions codes will be set off to properly control PPFICRET logic.

```
MOVE SPACE TO XACN-ACTION-FLAG (01, 01).  
MOVE SPACE TO XACN-ACTION-FLAG (01, 02).
```

PPDOSUT2 will be called to load the EXTERNAL DOS Code array to provide PPFICRET with required DOS Code edit data.

A CURSOR will be defined to select Employee ID's with Student Status code of 3, 4, 6 or 7 from the PPPPER table. Stub records, i.e. those with an Employee Name of all asterisks, will be excluded. In addition to Employee ID, the cursor will return Employee Name, Home Department, Student Status, Hire Date, Employment Status, Separation Date and Registered Units which are used for reporting and/or by PPFICRET.

```
EXEC SQL  
  DECLARE PER_CURSOR CURSOR FOR  
  SELECT  
    EMPLOYEE_ID  
    ,EMP_NAME  
    ,HIRE_DATE  
    ,HOME_DEPT  
    ,EMP_STATUS  
    ,STUDENT_STATUS  
    ,SEPARATE_DATE  
    ,REGISTERD_UNITS  
  FROM PPPPER1_PER  
  WHERE STUDENT_STATUS IN ('3','4','6','7')  
    AND EMP_NAME NOT LIKE '*%'
```

```
ORDER BY EMPLOYEE_ID  
END-EXEC.
```

For each Employee ID returned by the cursor, the FICA Eligibility Code, UI Code, Retirement/FICA Derivation Indicator, Visa Type and Social Security Number will be obtained from the PPPPAY table.

```
EXEC SQL  
SELECT CITIZEN_CODE  
      ,VISA_TYPE  
      ,SOC_SEC_NUM  
      ,FICA_ELIG_CODE  
      ,UI_ELIG_CODE  
      ,RET_FICA_DERIVE  
INTO  :PAY-ROW.CITIZEN-CODE  
      ,:PAY-ROW.SOC-SEC-NUM  
      ,:PAY-ROW.VISA-TYPE  
      ,:PAY-ROW.FICA-ELIG-CODE  
      ,:PAY-ROW.UI-ELIG-CODE  
      ,:PAY-ROW.RET-FICA-DERIVE FROM PPPVPAY1_PAY  
WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID
```

For each Employee ID returned by the cursor, the Retirement Code will be obtained from the PPPBEN table.

```
EXEC SQL  
SELECT RET_ELIG_CODE  
INTO  :BEN-ROW.RET-ELIG-CODE  
FROM  PPPVBEN1_BEN  
WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID  
END-EXEC.
```

If either the PPPPAY row or PPPBEN row is missing highly unlikely if the PPPPER row exists, the next Employee ID will be obtained from the cursor, and the following processing bypassed.

For each Employee ID returned by the cursor, the BELI Indicator will be obtained from the PPPBEL table.

```
EXEC SQL  
SELECT BELI_IND  
INTO  :BEL-ROW.BELI-IND  
FROM  PPPVBEL1_BEL  
WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID  
END-EXEC.
```

For each Employee ID returned by the cursor, PPAXDUTL will be called to return Appointment and Distribution data.

This release version of PPFICRET will then be called for possible re-derivation. If PPFICRET derives a new Retirement Code, FICA Code or UI Code, a report record will be built and released into a SORT. The SORT will be in Home Department and Employee Name order, i.e. the resulting report will be in that order with page break on change in Home Department. For each new Home Department header, the PPPHME table will be accessed for department name and address. A detail line will be written for each employee with a change. See Attachment A for a sample report.

If a new FICA Code is derived, an ECF record for FICA Code (DE 0120) will be written.  
If a new UI Code is derived, an ECF record for UI Code (DE 0121) will be written.

If a new Retirement Code is derived, an ECF record for Retirement Code (DE 0122) will be written.

If the program is executing in UPDATE mode, the EDB will be updated.

```
EXEC SQL
  UPDATE PPPVPAY2_PAY
    SET FICA_ELIG_CODE = :PAY-ROW.FICA-ELIG-CODE
      ,UI_ELIG_CODE    = :PAY-ROW.UI-ELIG-CODE
    WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID
  END-EXEC.
```

```
EXEC SQL
  UPDATE PPPVBEN2_BEN
    SET RET_ELIG_CODE = :BEN-ROW.RET-ELIG-CODE
    WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID
  END-EXEC.
```

Additionally the Changed At/Changed By flags will be updated.

```
EXEC SQL
  UPDATE PPPVPER1_PER
    SET EMP_CHANGED_AT = :LUW-TIMESTAMP-X26
      ,EMP_CHANGED_BY  = :WS-CHANGED-BY
    WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID
  END-EXEC.
```

WS\_CHANGED-BY will have the value of the one-time program name 'PPOTRRRR'.

The next row will be fetched and processed until the end of the cursor. A total of the employees updated will be written to the employee detail report.

## **Table Updates**

### **System Messages Table (PPMSG):**

Message 08-123 currently used in PPEC101 will be deleted along with the edit itself:  
REGIST GRAD OR UNDERGRAD STUDENT INELIG FOR RETIRE

## Bind Members

### PPOTRRRR

A one-time plan bind member will be created for one-time program PPOTRRRR.

```
BIND -
  PLAN ( PPOTRRRR ) -
  MEMBER ( PPOTRRRR , -
    , PPAPTDST -
    , PPDOSUT2 -
    , PPPRMUT2 -
    , PPTCTUTL ) -
  ACTION ( REPLACE ) -
  RETAIN -
  VALIDATE ( RUN ) -
  ISOLATION ( CS ) -
  FLAG ( W ) -
  ACQUIRE ( USE ) -
  RELEASE ( COMMIT ) -
  EXPLAIN ( NO )
```

## JCL

### PPOTRRRR

Sample JCL will be created for one-time program PPOTRRRR .

## **Attachments**

Attachment A            Sample One-Time Report of Changes

**Attachment A**  
 Sample One-Time Report of Changes

OTRRRR1/PPOTRRRR/MMDDYY  
 RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE  
 PAYROLL PROCESSING

PAGE NO. 1  
 RUN DATE 04/15/03

ONE-TIME - RETIREMENT/FICA AND UI CHANGES  
 STUDENTS WITH UCRS QUALIFYING APPOINTMENTS  
 FOR CAMPUS DEPARTMENTS

827701  
 HOSPITAL EDUCATION  
 BROADWAY BUILDING

EMPLOYEE ID/ SOC SEC NUM	EMPLOYEE NAME	STDT STAT	RET/FICA PRIOR	RET/FICA NEW	UI CODE PRIOR/NEW	BELI IND
000050013 555555013	BUGG, JUNE	7	H/M	U/E	N/C	2
000050107 566342446	CAMPFIRE, RHONDA	3	H/M	U/E	N/C	3
000050060 885681238	DE LYON, DAN	4	H/M	U/E	N/C	4
999888050 999000050	JOHNSTON, HARRIET J	6	H/M	U/E	N/C	2
000050095 566342445	KUPP, DIXIE	3	H/M	U/E	N/C	2
000050046 876500876	LA DRINK, COLE	7	H/M	U/E	N/C	3
TOTAL NUMBER OF EMPLOYEES		6				