

Release 1635
Detailed Design

Fidelity - Master Record Keeper – Phase I
Service Request 81156

March 30, 2005
9:00 AM

Enterprise IT Services
Information Systems & Computing
Office of the President
University of California

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Introduction

Service Request 81156

This Service Request specifies the following modifications to the Payroll/Personnel System (PPS):

- To identify employees who are not formally separated but who are otherwise eligible for defined contribution distributions (403(b), 457(b), and DCP)
- To identify employees who have only "Without Salary" appointments
- To identify employees whose primary title is eligible for special "safety title" contribution rates
- To identify employees who have existing loans (243-G, 253-G) so that loan IDs are stored on the EDB
- To receive loan transactions from the Master Record Keeper (via Fidelity) to enroll employees in new loans or to initialize paid-up loans
- To store Loan IDs in the EDB

In July 2004, the University of California Regents approved a plan to transition the administration of all of UC's defined contribution plans to a single "master record keeper" ("MRK"). This transition is expected to be principally complete by July 15, 2005.

Currently, the Office of the Treasurer manages UC's six core funds, which are administered by the HR&B staff at Office of the President with State Street Bank & Trust acting as custodian. Additionally, UC offers investment options with Fidelity Investments and the Calvert Group, who administer their own proprietary mutual funds.

Under the new MRK arrangement with the selected vendor, Fidelity Investments, the Master Record Keeper will manage participant data, enrollment, and distributions for all of UC's defined contribution plans (DCP, 403(b), and 457(b)). In addition, Fidelity will record-keep existing and new 403(b) loans and administer any expansion of the current loan program should it be extended to include the 457(b) plan.

The conversion to the MRK will include several key changes in PPS:

- Conversion of existing GTNs for 403(b) and DCP plans to new "generic" flat dollar or percent GTNs. PPS will carry only the deduction amount on the employee record; fund mix data (Savings, Equity, etc.) will reside entirely on the Master Record Keeper system.
- Implementation of new loan payment processing: loan payment transactions to and from Fidelity MRK.
- Supplementary demographic data for employees, in addition to existing demographic data currently being sent to Fidelity as part of the 457(b) plan administration (R1599).

Service Request 81156 includes modifications to provide the additional demographic data and to automate loan processing. The changes requested from Service Request 81156 will be released as Phase I.

The GTN conversion and NACHA file changes (compute process) will be detailed in Service Request 81167. Those changes asked in Service Request 81167 will be released as Phase II of the MRK changes.

Current Process:

There is no current process in place to identify employees who are not separated but are otherwise eligible for distributions. Currently there exists an appointment-level "without salary" indicator, but these indicators are not rolled up into a body-level indicator. For safety titles, TCS and TCT carry a special "Retirement Code II" value of '2'. However this code is not currently passed on the PPSIVR interface file.

Loans

Employees request a 403(b) long term or short term loan online at "Your Benefits Online" or by calling UC Customer Service Center. Once the loan request has been submitted, the UCOP HR&B Plan Disbursements unit initiates the loan paperwork and eventually sends the location a signed "Payroll Deduction Authorization" form which includes all data needed for the appropriate GTN setup. The local office then establishes the GTN on the employee record and continues taking deductions until the declining balance reaches zero or the UCOP Plan Disbursements unit has informed the local office that the loan has been paid off.

The loan balance maintained at UCOP may reflect additional principal payments or loan payoffs that are not reflected in the payroll declining balance. Depending on the timing of the communication of the loan payoff, the PPS may end up taking excess deductions. The Plan Disbursements office then refunds the employee these excess payments.

Proposed Process:

Two new Data Elements, "Distribution Eligibility Date" and "Employee Without Salary Indicator", should be added to the EDB.

During EDB Monthly Maintenance, a process should identify inactive employees who have not had any payroll activity for the previous month. For these employees, the system should derive a "Distribution Eligibility Date" equal to the first day of the upcoming month.

At the same time, the system should examine the Without Salary indicator of all current and future appointments for employees who have not been separated. If all eligible appointments carry a Without Salary Indicator equal to 'Y', the system should derive an "Employee Without Salary Indicator" of 'Y'. Otherwise, the "Employee Without Salary Indicator" should be set to 'N'.

During daily periodic maintenance, when the system derives the Employment Status, if the Employment Status is set to 'A' (Active), the "Distribution Eligibility Date" should be reset to the initial value.

The program which generates the PPSIVR interface file should be modified to derive a "Safety Indicator" based on the employee's Primary Title. This "Safety Indicator" will be passed to Fidelity for use in the 457(b) catch up process.

Loans

Under the MRK arrangement, employees will go directly to Fidelity to request a new loan. Fidelity will obtain a qualifying endorsement from the borrower and generate transactions to send (via UCOP) the local campus payroll/personnel system the loan ID, loan type, loan amount, and loan payment. Fidelity will send these batch transactions on the 5th and 20th of each month. From these transactions, the PPS will establish the GTN number on the employee record and set the loan ID number for the appropriate loan type. Note that the existing short term loan (243-G) will now be formally referred as "**General Purpose**" loan, and the existing long term loan (253-G) will now be formally referred as "**Primary Residence**" loan.

For existing loans currently administered by UCOP Plan Disbursements, UCRS will send Fidelity an initial file to load existing loans and IDs. Existing loans will be assigned a loan ID corresponding to the GTN number for the loan type ("243" for General Purpose loans, "253" for Primary Residence loans). In the PPS, the IDs for existing loans will be populated with these corresponding values. That is, if an employee has an existing Primary Residence loan, the 'Primary Residence Loan ID' value will be populated with the GTN

number '253', while employee records with General Purpose loans will have the 'General Purpose Loan ID' value set to '243'.

When the deduction is taken (monthly for monthly paid employees and 24 times a year for biweekly and semi-monthly employees), PPS will generate records for a batch NACHA file to be transmitted to Fidelity. These records must include the stored loan ID corresponding to the deduction.

When Fidelity records a loan payoff, they will generate X1 transactions to send to the local payroll/personnel system via UCOP. The PPS will process these transactions to clear out the loan ID and set the GTN declining balance to zero.

Differences From Requirements

It is asked that the “Distribution Eligibility Date” be passed to history. Because of the Distribution Eligibility Date is benefit-related, “Distribution Eligibility Date will be added to the history PPPHBN (History Benefits) Table. Currently we have screens IBN1 and IBN2 that display the data residing in the PPPHBN Table. The Screen IBN2 cannot accommodate additional data display, but the IBN1 screen has space to display the “Distribution Eligibility Date”. Therefore, the “Distribution Eligibility Date” will be displayed on the IBN1 screen.

It is asked that the Distribution Eligibility Date be initialized to ‘000-01-01’ in the EDB Daily Maintenance Process when an employee’s Employment Status is changed from ‘I’ to ‘A’. However, the Employment Status can also be set to ‘A’ in the regular EDB File Maintenance Process. Therefore, the initialization of the Distribution Eligibility Date will also occur in regular EDB File Maintenance Process.

It is asked that a one-time program be developed to derive a “General Purpose Loan ID” value of 243.00 in the deduction 243-U Balance and/or “Primary Residence Loan ID value of 253.00 in the deduction 253-U Balance for existing employees currently enrolled in “General Purpose Loan” (243-G) and/or “Primary Residence Loan” (253-G). The changes asked in Service Request 81156 must be installed not later than April 18th. The issue is that the one-time program cannot be run until sometime in mid-June which requires campuses to hold the one-time program for two months. Thus, it has been decided that this one-time program be released together with the changes asked in Service Request 81167 as Phase II of the MRK (Master Record Keeper) changes.

Separate one-time programs must be developed to initialize the Distribution Eligibility Date, Employee WOS Indicator, and Safety Indicator on the UCRS History File and the IVR Employee History File. Thus, a one-time program will be developed to initialize the Employee WOS Indicator to a value of ‘N’ and the Distribution Eligibility Date to a value of ‘000000’ on the UCRS History File. The second one-time program will be developed to initialize the Employee WOS Indicator to a value of ‘N’, Distribution Eligibility Date to a value of ‘01/01/1900’, and the Safety Indicator to a value of ‘N’ on the IVR Employee History File. In addition, a third one-time program will be developed to initially derive the Employee WOS Indicator on the EDB to a value of ‘N’, ‘Y’, or blank based on the requirements specified in the service request, in section 5.1.1 (Periodic Monthly Maintenance).

Section 3.1 asks that the new GTN numbers 243, 253, 730, 731, 732, 733, 734, 735, and 736 be made not updateable via the Entry/Update screens. ***That particular requirement will necessitate further analysis from the user, and therefore will not be fulfilled at this time.***

Overview

New Data Elements

Two new Data Elements, "Distribution Eligibility Date" (EDB 0777) and "Employee Without Salary Indicator" (EDB 0778), will be added to the EDB.

EDB Monthly Maintenance Process

During EDB Monthly Maintenance process, a process will identify inactive employees who have not had any payroll activity for one month. For these employees, the system will derive a "Distribution Eligibility Date" equal to the first day of the upcoming month. This process will be modeled after existing logic in module PPEM107.

At the same time, the system will examine the Without Salary indicator of all current and future appointments for employees who have not been separated. If all eligible appointments carry a Without Salary Indicator equal to 'Y', the system will derive an "Employee Without Salary Indicator" value of 'Y'. Otherwise, if at least one eligible appointment carries a Without Salary Indicator equal to 'N', the "Employee Without Salary Indicator" value will be set to 'N'.

EDB Daily Maintenance Process

During Daily Periodic Maintenance process and when the system derives the Employment Status, if the Employment Status is set to 'A' (Active), the "Distribution Eligibility Date" will be reset to the initial low-date value (ISO Low Date of '0001-01-01').

EDB File Maintenance Process

During EDB File Maintenance process and when the system derives the Employment Status, if the Employment Status is set to 'A' (Active), the "Distribution Eligibility Date" will be reset to the initial low-date value (ISO Low Date of '0001-01-01').

EDB Daily IVR Process

The EDB Daily IVR Process will process X1 type transactions received from Fidelity to initially set up new loans, the clearing of the loans due to paid-up loans, and changes in tax deferred 403(b) fund plans and non-tax deferred DCP Plans.

One-time Processes

Separate one-time programs will be developed to initialize the Distribution Eligibility Date, Employee WOS Indicator, and Safety Indicator on the UCRS History File and the IVR Employee History File. Thus, a one-time program will be developed to initialize the Employee WOS Indicator to a value of 'N' and the Distribution Eligibility Date to a value of '000000' on the UCRS History File. The second one-time program will be developed to initialize the Employee WOS Indicator to a value of 'N', Distribution Eligibility date to a value of '01/01/1900', and the Safety Indicator to a value of 'N' on the IVR Employee History File.

In addition, a third one-time program will be developed to initially derive the Employee WOS Indicator on the EDB to a value of 'N', 'Y', or blank based on the requirements specified in the service request, in section 5.1.1 (Periodic Monthly Maintenance).

UCRS Interface File Process

The UCRS Interface File Process will be modified to pass the "Distribution Eligibility Date" and the "Employee Without Salary Indicator".

IVR Interface File Process

The IVR Interface File Process in the Payroll/Personnel System will be modified to pass the "Distribution Eligibility Date", "Employee Without Salary Indicator", "General Purpose Loan ID", and "Primary Residence Loan ID" on the IVR Employee File.

In addition, the IVR Interface File Process will pass a "Safety Indicator" on the IVR interface file. The process will query TCT (Title Code Table) using the employee's Primary Title (EDB0460). If the Retirement Code II value is equal to '2' (signifies Eligible for Safety Title contributions), the process will set the "Safety Indicator" to 'Y'. Otherwise, the "Safety Indicator" will be set to 'N'.

History Process

The "Distribution Eligibility Date" will be captured for History. It will not be necessary to pass the "Employee Without Salary Indicator" value to History.

System File Changes

UCRS History File

- The following data will be added to the History File:

Distribution Eligibility Date – Positions 303 through 308

Employee Without Salary indicator – Position 302

UCRS File Maintenance File

- The following data will be added to UCRS File Maintenance File:

Distribution Eligibility Date – Positions 294 through 299

Employee Without Salary indicator – Position 293

IVR Interface File

- The following data will be added to the IVR Interface Employee File:

Distribution Eligibility Date – Positions 474 through 483

Employee Without Salary indicator – Position 411

Safety Title Contribution Indicator – Position 452

General Purpose Load ID – Positions 453 - 455

Primary Residence Load ID - Positions 456 - 458

- The following deductions will be added to the IVR Interface Deduction File:

Tax Deferred 403(b) Flat Amount – 6730G, Group Code ‘1’

Tax Deferred 403(b) Flat Amount Effective Date – 7730E, Group Code ‘1’

Tax Deferred 403(b) Flat Amount YTD – 6730Y, Group Code ‘1’

Tax Deferred 403(b) Percentage Amount – 6731G, Group Code ‘2’

Tax Deferred 403(b) Percentage Amount Effective Date – 7731E, Group Code ‘2’

Tax Deferred 403(b) Percentage Amount YTD – 6731Y, Group Code ‘2’

DCP Regular YTD – 6733Y, Group Code ‘3’

DCP Casual YTD – 6734G, Group Code ‘3’

DCP Summer Salary Deduction YTD – 6735Y, Group Code ‘3’

DCP Summer Salary Contribution YTD – 6736Y, Group Code ‘3’

Non-Tax Deferred DCP Plan – 6732G, Group Code ‘4’

Non-Tax Deferred DCP Plan Effective Date – 7732E, Group Code ‘4’

Non-Tax Deferred DCP Plan YTD – 6732Y, Group Code ‘4’

Note that the following deductions are already being captured on the IVR Interface Deduction File:

General Purpose Loan Amount – 6243G, Group Code '6'
General Purpose Loan Declining Balance Amount – 6243G, Group Code '6'
General Purpose Loan YTD Amount – 6243G, Group Code '6'

Primary Residence Loan Amount – 6253G, Group Code '6'
Primary Residence Loan Declining Balance Amount – 6253G, Group Code '6'
Primary Residence Loan YTD Amount – 6253G, Group Code '6'

Bind Member Changes

PPO1635A

This Bind member will contain bind statements for one-time program PPO1635A.

Copylib Members

CPWSIVRE

Currently, CPWSIVRE defines the working storage definition for the IVR/Web Extract File in program PPIIVR.

New fields will be defined as follows:

IVREMP-EMP-WOS-IND – Position 411
IVREMP-SAFETY-TITLE-CONTR-IND – Position 452
IVREMP-GEN-PURPOSE-LOAN-IND – Positions 453 - 455
IVREMP-PRI-RES-LOAN-ID – Position 456 - 458
IVREMP-DISTRI-ELIG-DATE – Positions 474 - 483

CPWSXEST

CPWSXEST defines working storage for various transactions passed by Web/IVR processes. It will be modified to include X1 transaction definitions for GTN 243 G-Balance, GTN 243 D-Balance, and 243-U-Balance, and GTN 253 G-Balance, GTN 253 D-Balance, and 253-U-Balance.

In addition, this copymember will be modified to include X1 transaction definitions for GTNs 730, 731, and 732.

CPWSXESR

CPWSXESR defines working storage for various transactions passed by Web/IVR processes.

It will be modified to format rejected General Purpose Loan (243-G), Primary Residence Loan (253-G), Tax-Deferred 403(b) Flat (730-G), Tax-Deferred 403(b) Percent (731-G), and Non-Tax Deferred DC Plan (732-G) data for display.

CPWSXIC2

GTN numbers of '243 (General Purpose Loan) and '253' (Primary Residence Loan) will be added to this copymember.

CPWSXIVR

Currently, CPWSXIVR contains the various deductions reported to IVR. The following deductions will be added as follows:

Tax Deferred 403(b) Flat Amount – 6730G, Group Code '1'
Tax Deferred 403(b) Flat Amount Effective Date – 7730E, Group Code '1'
Tax Deferred 403(b) Flat Amount YTD – 6730Y, Group Code '1'

Tax Deferred 403(b) Percentage Amount – 6731G, Group Code '2'

Tax Deferred 403(b) Percentage Amount Effective Date – 7731E, Group Code ‘2’
Tax Deferred 403(b) Percentage Amount YTD – 6731Y, Group Code ‘2’

DCP Regular YTD – 6733Y, Group Code ‘3’
DCP Casual YTD – 6734G, Group Code ‘3’
Summer Salary Deduction YTD – 6735Y, Group Code ‘3’
Summer Salary Contribution YTD – 6736Y, Group Code ‘3’

Non-Tax Deferred DCP Plan Amount – 6732G, Group Code ‘4’
Non-Tax Deferred DCP Plan Effective Date – 7732E, Group Code ‘4’
Non-Tax Deferred DCP Plan YTD – 6732Y, Group Code ‘4’

CPWSRBEN

New field will be defined as follows:

- ***DISTRI-ELIG-DATE PIC X(10)***

CPWSRHBN

New field will be defined as follows:

- ***DISTRI-ELIG-DATE PIC X(10)***
- ***DISTRI-ELIG-DATE_C PIC X(01)***

CPWSRPER

New field will be defined as follows:

- ***EMP-WOS-IND PIC X(01)***

DDL Members

PPPVBEN1, PPPVBEN2, PPPVZBEN, PPPV400A, TBBEN00C, TBBEN20A

The following column will be added to the above DDL members.

DISTR1_ELIG_DATE

PPPVHBN1, PPPVZHBN, TBHBN00C, TBHBN06A

The following columns will be added to the above DDL members.

DISTR1_ELIG_DATE,
DISTR1_ELIG_DATE_C

PPPVPER1, PPPVPER2, PPPVZPER, TBPER00C, TBPER17A

The following column will be added to the above DDL members.

EMP_WOS_IND

Include Members

PPPVBEN1, PPPVBEN2, PPPVZBEN, PPPV400A

The new column *DISTRI_ELIG_DATE* will be added to this Include for the EDB PPPBEN table.

PPPVHBN1, PPPVZHBN

New columns *DISTRI_ELIG_DATE* and associated Change Flag of *DISTRI_ELIG_DATE_C* will be added to the History PPPHBN table.

PPPVPER1, PPPVPER2, PPPVZPER

The new column *EMP_WOS_IND* will be added to this Include for the EDB PPPPER table.

CICS Maps (DGIPNL)

PPHPER0

Currently, PPHPER0 contains the map definitions for the History Reporting screen HPER.

The Distribution Eligibility date will be added to the map.

PPIBN10

Currently, PPIBN10 contains the map definitions for the History Inquiry screen IBN1.

The Distribution Eligibility date will be added to the map.

PPIGEN0

Currently, PPIGEN0 contains the map definitions for the EDB Inquiry screen IGEN.

The Employee Without Salary Indicator will be added to the map.

PPIRTR0

Currently, PPIRTR0 contains the map definitions for the EDB Inquiry screen IRTR.

The Distribution Eligibility date will be added to the map.

One-time Programs

PPO1635A

This one-time will be developed to derive the Employee-Without-Salary Indicator value on the EDB.

If an employee is not separated, an "Employee Without Salary Indicator" value will be derived based on the Appointment Without Salary Indicator (EDB 2028) value of each current and future appointment. If the month and year of the Appointment Begin Date is later than the *month and year* of the SCR Current Date, the appointment is considered future. If the month and year of the Appointment End Date is prior to the *month and year* of the SCR Current Date, the appointment is considered expired. If the month and year of the Appointment Begin Date is equal or prior to the *month and year* of the SCR Current Date and the month and year of the Appointment End Date is equal or later than the *month and year* of the SCR Current Date, the appointment is considered current.

For those appointments that are current or future, each Appointment Without Salary Indicator value will be examined. If all selected appointments carry an Appointment Without Salary Indicator value of 'Y', the "Employee Without Salary Indicator" will be set to a value of 'Y'. Otherwise, if at least one appointment carries an Appointment Without Salary Indicator of 'N', the "Employee Without Salary Indicator" will be set to a value of 'N'.

If there are no current or future appointments on the employee record, the "Employee Without Salary Indicator" will be left blank.

A control totals report will be produced. No detail report will be provided. The standard change file produced from the one-time will be processed via PPP180 to produce an audit report of the changes. In addition, it will not be necessary to process the change file into history.

PPO1635B

A one-time program PPO1635B will be developed to initialize the Employee WOS Indicator and Distribution Eligibility Date on the UCRS History File. As each record is read, the existing data will be moved to the new UCRS History record area. The Employee WOS Indicator will be set to 'N', and Distribution Eligibility Date will be set to '000000'.

A control totals report will be produced.

PPO1635C

A one-time program PPO1635C will be developed to initialize the Employee WOS Indicator, Distribution Eligibility Date, and Safety Indicator on the IVR Employee History File. As each record is read, the existing data will be moved to the new IVR Employee History record. The Employee WOS Indicator will be set to 'N', Distribution Eligibility Date will be set to a Sybase Low Date of '01/01/1900', and Safety Indicator will be set to 'N'.

A control totals report will be produced.

New Programs

PPEM108

Currently, module PPEM107 is an Implied Maintenance module which performs I-4 Separation edits during Monthly Periodic EDB Maintenance.

Logic for module PPEM108 will be initially replicated from module PPEM107. The execution of PPEM108 will be in the Monthly Maintenance Process.

Employees will be selected for the derivation of the "Distribution Eligibility Date" based on the following conditions:

- Employment Status = 'I',
- No Future Appointments (Future appointment is when Appointment Begin Date is later than the **month and year** of the First-of-Month-Date (i.e. for Monthly Maintenance to Begin February, the First-of-Month-Date is February 1),
- No payroll activities in the previous month and,
- No University Extension (UNEX) distributions

For employees who meet the above criteria, the "Distribution Eligibility Date" will be set to the first day of the upcoming month (i.e. for Monthly Maintenance to begin February, the date will set to February 1).

In addition, an "Employee Without Salary Indicator" value will be derived based on the Appointment Without Salary Indicator (EDB 2028) value of each current and future appointment. If the month and year of the Appointment Begin Date is later than the **month and year** of the First-of-Month-Date (i.e. for Monthly Maintenance to Begin February, the First-of-Month-Date is February 1), the appointment is considered future. If the month and year of the Appointment End Date is prior to the **month and year** of the First-of-Month-Date, the appointment is considered expired. If the month and year of the Appointment Begin Date is equal or prior to the **month and year** of the First-of-Month-Date and the month and year of the Appointment End Date is equal or later than the **month and year** of the First-of-Month-Date, the appointment is considered current.

For those employees whose Employment Status (EDB 0144) is not equal to 'S', the Appointment Without Salary Indicator value of each selected current and future appointment will be examined. If all selected appointments carry an Appointment Without Salary Indicator value of 'Y', the "Employee Without Salary Indicator" will be set to a value of 'Y'. Otherwise, if at least one appointment carries an Appointment Without Salary Indicator of 'N', the "Employee Without Salary Indicator" will be set to a value of 'N'.

If there are no current or future appointments on the employee record, the "Employee Without Salary Indicator" will be left blank.

Program Changes

PPBENCHG

The program is a standard part of the EDB Fetch/Update complex which sets an appropriate flag in the XDEC Array for those data elements defined on the PPPBEN table that have changed in value.

It will be modified to set the appropriate change flag indicator in the XDEC Array when the “Distribution Eligibility Date” has changed.

PPBENFET

The program is a standard part of the EDB Fetch/Update complex, which moves the appropriate data values in BEN-ROW-HOLD to BEN-ROW-HOLD1.

It will be modified to move the “Distribution Eligibility Date” to the EDB Fetch Complex Data Return area.

PPBENUPD

The program is a standard part of the EDB Fetch/Update complex that moves the data value from the ECF Change record to the appropriate BEN-ROW fields.

It will be modified to move the “Distribution Eligibility Date” from the ECF Change record to the appropriate BEN-ROW field.

PPBENUTW

The program is a standard part of the EDB Fetch/Update complex that takes the data values from the linkage (copymember CPWSRBEN), and updates the PPPBEN table.

It will be modified to move the “Distribution Eligibility Date” from the linkage containing copymember CPWSRBEN to the appropriate column in the PPPBEN table.

PPBENUT2

The program is a standard part of the EDB Fetch/Update complex that selects the data values from the PPPBEN table and moves them to the copymember CPWSRBEN.

It will be modified to move the “Distribution Eligibility Date” value from the PPPBEN table to the appropriate field in copymember CPWSRBEN.

PPEMPSTA

Logic will be added to reset the "Distribution Eligibility Date" to an initial low-date value (0001-01-01) when the Employment Status is set to 'A' (Active).

PPEM107

PPEM107 is an Implied Maintenance module which performs I-4 Separation edits during Monthly Periodic EDB Maintenance, including the establishment of a HCRA Termination Date. The Future-Appointment-Setup-Switch, previously set in module PPEM003, is set “on” when certain conditions are satisfied. It is noted that the main driver program PPP130 resets the Future-Appointment-Setup-Switch to “off” prior to processing the next subsequent employee on the EDB. However, no other subsequent modules in the Periodic Monthly Maintenance Process reference the Future-Appointment-Setup-Switch after module PPEM107 has turned the Switch to “off”.

New module PPEM108, which will be executed immediately after PPEM107, will require the testing of the Future-Appointment-Setup-Switch. Therefore, the logic that sets the Future-Appointment-Setup-Switch to “off” will be commented out.

PPESTEDB

PPESTEDB is executed during the PPP130 IVR/Web special daily process to read transactions from the PPPEST table which contains the daily IVR and Web sourced transaction images. PPESTEDB is coded to recognize various transaction types within the transaction file.

Logic will be added to process the X1 transactions containing the 243-G, 243-D, and 243-U (General Purpose Loan), 253-G, 253-D, and 253-U (Primary Residence Loan), 730-G (Tax Deferred 403(b) - Flat), 731-G (Tax Deferred 403(b) – Percent), and 732-G (Non-Tax Deferred DCP) balances and their equivalent Effective Dates (except for deductions 243 and 253).

PPESTREJ

PPESTREJ is executed during the PPP130 IVR/Web special process to report rejected transactions from the PPPEST table.

It will be modified to display rejected General Purpose Loan, Primary Residence Loan, Tax Deferred 403(b) – Flat, Tax Deferred 403(b) – Percent, and Non-Tax Deferred DCP transaction data using the fields defined in modified copy member CPWSXESR.

PPHBNFET

This program is part of the standard PPS history fetch complex for the PPPHBN table. PPHBNFET selects from the PPPHBN table for the HDB update process.

It will be modified to include the new columns DISTRI_ELIG_DATE and DISTRI_ELIG_DATE_C.

PPHBNHST

PPHBNHST processes a list of returned data elements and data for the HDB update process.

It will be modified to include the new columns DISTRI_ELIG_DATE and DISTRI_ELIG_DATE_C.

PPHBNUPD

This program is part of the standard PPS history fetch complex for the PPPHBN table. PPHBNUPD updates the PPPHBN table for the HDB update process.

It will be modified to include the new columns DISTRI_ELIG_DATE and DISTRI_ELIG_DATE_C.

PPKEYCHD

PPKEYCHD performs key changes and deletes for both batch and online updating of the EDB. It has a SELECT for all the data on the PPPPER row.

It will be modified to include the new Distribution Eligibility Date column.

PPI740

Currently, PPI740 produces the UCRS History and File Maintenance Files each month that contains employee level data, Service Credit data, Contribution data, and Tax data. File Maintenance records are produced when an employee's EDB data has changed from the previous month.

It is noted that date fields with an initial date value of '000000' or alphanumeric type fields with a blank passed on the File Maintenance record signify that the values were not changed from the previous month. However, if a date is changed from an actual date to initial low-date and a date value of '000000' is passed on the record, UCRS will treat the date as unchanged. Alphanumeric type fields have the same problem when a value is changed from non-blank to blank.

PPI740 will be modified to report the changed values to the employee's Distribution Eligibility Date (EDB 0777) and Employee Without Salary Indicator (EDB 0778) via the UCRS File Maintenance transactions.

The following logic will be added:

- If the Distribution Eligibility Date is changed from an actual date to an ISO Low Date (0001-01-01), the File Maintenance record will contain a low date of '010101'. If the Distribution Eligibility Date has not changed from the previous month, the File Maintenance record will contain a value of '000000'.
- If the Employee WOS Indicator value is changed from a non-blank to blank, the File Maintenance record will contain an asterisk (*). If the Employee WOS Indicator has not changed from the previous month, the File Maintenance record will contain a blank.

PPIIVR

Currently, this module reports employee's changed data on the EDB to the nightly IVR Extract File.

The interface between EDB and the IVR/Web process will be modified to pass the "Distribution Eligibility Date", "Employee Without Salary Indicator", "General Purpose Loan ID", and "Primary Residence Loan ID" on the IVR Employee File.

In addition, the "Safety Indicator" value will be passed on the IVR Employee File. The employee's Primary Title (EDB0460) will be passed to utility module PPTCTUTL for title code lookup. PPTCTUTL will return the Retirement-Code-II value. If the Retirement-Code-II value is equal to '2' (Eligible for Safety Title contributions), the program will set the "Safety Indicator" value to 'Y'. Otherwise, the "Safety Indicator" will be set to a value of 'N'. If the title code is not found, the Safety Indicator will be set to 'N'.

The logic that calls PPTCTUTL only when the Primary Title is not between 0001 and 0199 inclusively will be changed to call PPTCTUTL regardless of title range; Safety Titles may fall between 0001 and 0199.

The interface will also pass the new Gross-to-Net Deduction Amount, Year-to-Date Deduction Amount, and Effective Date for GTNs 730 through 736, whenever those values change. The format (IVR Deduction record) of the IVR/Web interface does not need to change to accommodate the addition of these new GTN numbers nor changes to the program.

PPPERCHG

The program is a standard part of the EDB Fetch/Update complex which sets an appropriate flag in the XDEC Array for those data elements defined on the PPPBEN table that have changed in value.

It will be modified to set the appropriate change flag indicator in the XDEC Array when the “Employee Without Salary Indicator” has changed.

PPPERFET

The program is a standard part of the EDB Fetch/Update complex, which moves the appropriate data values in PER-ROW-HOLD to PER-ROW-HOLD1.

It will be modified to move the “Employee Without Salary Indicator” to the EDB Fetch Complex Data Return area.

PPPERUPD

The program is a standard part of the EDB Fetch/Update complex that moves the data value from the ECF Change record to the appropriate PER-ROW fields.

It will be modified to move the “Employee Without Salary Indicator” from the ECF Change record to the appropriate PER-ROW field.

PPPERUTL

The program is a standard part of the EDB Fetch/Update complex for the PPPPER table.

It will be modified to move the “Employee Without Salary Indicator” from the PPPPER table to the EXTERNAL PER-ROW record.

PPPERUTW

The program is a standard part of the EDB Fetch/Update complex that takes the data values from the linkage containing copymember CPWSRPER, and updates the PPPPER table.

It will be modified to move the “Employee Without Salary Indicator” from the linkage (copymember CPWSRPER) to the appropriate column in the PPPPER table.

PPWHPER

Currently, PPWHPER is the screen processor for the history Inquiry function HPER.

CICS program PPWHPER will be modified to display the “Distribution Eligibility Date” (EDB 0777) on the HPER screen.

PPWIBN1

Currently, PPWIBN1 is the screen processor for the history Inquiry function IBN1.

CICS program PPWIBN1 will be modified to display the “Distribution Eligibility Date” (EDB 0777) on the IBN1 screen.

PPWIGEN

PPWIGEN is the screen processor for function IGEN.

CICS program PPWIGEN will be modified to display the “Employee Without Salary” (EDB 0778) on the IGEN screen.

PPWIRTR

Currently, PPWIRTR is the screen detail processor for function IRTR.

CICS program PPWIRTR will be modified to display the “Distribution Eligibility Date” (EDB 0777) on the IRTR screen.

System Control Table Updates

System Messages

Existing message (13-055) “EMPLOYEE ID NOT ON EDB, ALL EDB AND IVR ACTIVITY REJECTED” will be changed to “EMPLOYEE ID NOT ON EDB, ALL TRANSACTIONS REJECTED”.

Gross-to-Net

The following GTNs will be added to this table:

| GTN Number | Payroll GTN Description |
|------------|-------------------------|
| 730 | TD 403B FLAT |
| 731 | TD 403B - % |
| 732 | NTD DCP |
| 733 | DCP REGULAR |
| 734 | DCP CASUAL |
| 735 | SS – DEDUCTION |
| 736 | SS – CONTRIB |

Code Translation

The following code translations will be established on the CTT table.

| Database | Data Element | Code Value | Translation Length | Code Translation |
|----------|--------------|------------|--------------------|----------------------|
| CTL | GTNLBL | 730 | 24 | Tax Defer-403b |
| CTL | GTNLBL | 731 | 24 | Tax Defer-403b % |
| CTL | GTNLBL | 732 | 24 | After-tax DCP |
| CTL | GTNLBL | 733 | 24 | DCP Regular |
| CTL | GTNLBL | 734 | 24 | DCP-Casual |
| CTL | GTNLBL | 735 | 24 | DCP SS -Ded |
| CTL | GTNLBL | 736 | 24 | DCP SS –Con |
| CTL | GTNDSC | 730 | 20 | Flat Amount |
| CTL | GTNDSC | 731 | 20 | Percentage |
| CTL | GTNDSC | 733 | 20 | % of Gross less \$19 |
| CTL | GTNDSC | 734 | 20 | 7.5% of Gross |

Data Element

Two new EDB data elements will be defined on this table.

1. Distribution Eligibility Date (EDB 0777)
 Format: Date MM/DD/YY - Inquiry Only

2. Employee Without Salary Indicator (EDB 0778)

Code Interpretation:

Y = All appointments are without salary

N = one or more appointments is with salary

Blank = default (no valued derived)

Both data elements will be non-updateable.

Processing Group

New module PPEM108 which sets the “Distribution Eligibility Date” and the “Employee Without Salary Indicator” value in Periodic Monthly Maintenance will be added to Program ID 13.

Routine Definition

New module PPEM108 will be defined in the Routine Definition table.

CICS Help Texts

New CICS Help Texts for EDB 0777 (Distribution Eligibility Date) and EDB 0778 (Employee Without Salary Indicator) will be loaded into the CICS Help File. The appropriate CICS Help, when PF1 key is pressed, will be displayed in functions IRTR, IGEN, HPER, and IBN1.

Attachments

Attachment A – Data Dictionary Entries

Attachment B – Sample One-time Reports

Attachment A

System Number: EDB0777-7

User Access Name:

Programming Name:

Revision Date: PUBL.

Comments

Location(s):

Name: Distribution Eligibility Date

Type: NUMERIC

Length: 6

Format

MM/DD/YY - Inquiry Only;

General Description

The date set for individuals who are eligible for defined contribution distributions but who are not formally separated. For these individuals, this date is 31 days after the last day for which compensation is received.

Code Interpretation

N/A

System Number: EDB0778-8

User Access Name:

Programming Name:

Revision Date: PUBL.

Comments

Location(s): N/A

Name: EMPLOYEE LEVEL WOS INDICATOR

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating that all active and future appointments for this individual are without salary.

Code Interpretation

| | |
|-------|--|
| Y | - All current and future appointments are without salary |
| N | - At least one appointment is with salary |
| blank | - default (no value derived) |

Fidelity – Master Record Keeper, Phase I
March 30, 2005

O1635A1/PP01635A/030105
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
ONETIME DERIVE EMP WOS IND
WARNINGS AND MESSAGES

PAGE NO. 1
RUN DATE 03/04/05
RUN TIME 14:40:09

| EMPLOYEE ID. NO. | USER- REFERENCE | MESSAGE NUMBER | MESSAGE SEVERITY |
|---------------------|--------------------|-------------------|---------------------|
|---------------------|--------------------|-------------------|---------------------|

----- M E S S A G E T E X T -----

EDB REPORT SELECTED

O1635A1/PP01635A/030105
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
ONETIME DERIVE EMP WOS IND
WARNINGS AND MESSAGES

PAGE NO. 1
RUN DATE 03/04/05
RUN TIME 14:40:09

| EMPLOYEE ID. NO. | USER- REFERENCE | MESSAGE NUMBER | MESSAGE SEVERITY |
|---------------------|--------------------|-------------------|---------------------|
|---------------------|--------------------|-------------------|---------------------|

----- M E S S A G E T E X T -----

PER ROWS READ: 651
PER ROWS UPDATED: 643
TOTAL ECF RECORD WRITTEN: 1,930

O1635B1/PP01635B/030105
RETN: SEE RPTS DISP SCHEDULE/DIST.

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ONETIME PROCESS
UCRS HISTORY FILE CONVERSION

PAGE NO. 1
RUN DATE 03/04/05
RUN TIME 14:40:09

*** TOTALS ***

NUMBER OF HISTORY RECS READ: 575
NUMBER OF HIST RECS WRITTEN: 575

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Final

O1635C1/PP01635C/030105
RETN: SEE RPTS DISP SCHEDULE/DIST.

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ONETIME PROCESS
IVR EMP HIST FILE CONVERSION

PAGE NO. 1
RUN DATE 03/04/05
RUN TIME 14:40:09

IVR EMP HIST RECS READ: 632
IVR EMP HIST RECS WRITTEN: 632