

**Release 1644**  
**Detailed Design**

**Fidelity - Master Record Keeper – Phase II**  
**Service Request 81167**

June 1, 2005

9:00 AM

Revised – June 14, 2005 (9:00 AM)

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

# Table of Contents

<b>Introduction</b> .....	1
<b>Overview</b> .....	3
<b>Bind Member Changes</b> .....	5
PPO1644A .....	5
PPO1644B.....	5
<b>Copylib Members</b> .....	6
CPWSW88S .....	6
CPWSXIDC.....	6
CPWSXPLN .....	6
<b>Include Members</b> .....	7
PPPV400A .....	7
<b>One-time Programs</b> .....	8
PPO1644A .....	8
PPO1644B.....	8
<b>Program Changes</b> .....	9
PPCTNGOE.....	9
PPDXRETS.....	9
PPEC101.....	9
PPEI205.....	9
PPEI206.....	9
PPI730 .....	9
PPNETCLC.....	10
PPP430 .....	10
<b>System Control Table Updates</b> .....	11
Gross-to-Net .....	11
Code Translation.....	11
Data Element.....	11
NACHA GTN Organization.....	12
CICS Help Texts .....	12
<b>Attachments</b> .....	13

## Introduction

**Release 1635** (Phase I of Fidelity – MRK changes) contained the first release addressing implementation of new GTN numbers (730 through 736) on the Gross-to-Net Table, two new data elements (EDB 0777, EDB 0778) on the Data Element Table, processing of X1 transactions related to 403(b) loans from Fidelity in the EDB Daily Process, included new data to the UCRS Interface File produced from PPI740, and included new data to the Payroll/Personnel System (PPS) IVR Interface File. In addition, EDB Monthly Maintenance Process was changed to derive the Distribution Eligibility Date (EDB 0777) for inactive employees who have not had any payroll activities for the previous month, and the derivation of the Employee Without Salary Indicator (EDB 0778) value based on the appointments' Without Salary Indicator (EDB 2028) values.

### Service Request 81167

Under the new "Master Record Keeper" arrangement with Fidelity Investments Tax-exempt Services Company (FITSCO), 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)) and loan processing. Additional background information is included in SR 81156, "MRK Payroll Derivations and Loan Processing" (Release 1635).

This Service Request specifies the following modifications to the PPS:

A one-time GTN conversion program should examine the employee record for current 403(b) GTNs with non-zero G balances and collapse them into single flat dollar or percentage-based GTNs. If an employee record contains a combination of flat dollar and percentage deduction GTNs, the percentage deductions should be set to 0 and the flat dollar amounts should be converted to the new GTN. For current after-tax DCP GTNs, the conversion program should collapse non-zero G balances into a single flat dollar after-tax DCP deduction. In addition, the one-time program should also set the employee's DCP Plan Code to "Y" when the Retirement System Code is '1', 'B', 'H', or 'U'. Otherwise it should be set to "N".

Originally from Service Request 81156, it was asked that a one-time program be developed to derive a "General Purpose Loan ID" value of 243.00 and stored in the 243-U Balance and/or derive a "Primary Residence Loan ID" value of 253.00 and stored in the 253-U Balance for existing employees currently enrolled in "General Purpose Loan" (243-G) and/or "Primary Residence Loan" (253-G). That one-time program was not released in Release 1635, but rather held for release in this release (Phase II - Fidelity MRK (Master Record Keeper) changes).

For 403(b) loan payments, a new process should be established to send loan payment information to FITSCO via the NACHA file format.

The existing logic that pairs the old GTN numbers together with the old DCP Plan Code values to determine whether the DCP deductions should be taken should be changed to pair the new GTN numbers 733, 734, 735, and 736 to the DCP Plan Code of 'Y'.

Current edits and derivations of the DCP Plan Code (EDB 0129) based on the employee's Retirement System Code (EDB 0122) should be replaced by a single derivation where if the Retirement System Code is changed to '1', 'U', 'B', or 'H', the DCP Plan Code should be set to 'Y', otherwise the DCP Plan Code should be set to 'N'.

The interface between EDB and UCRS must be modified to pass the new deductions 730 through 736 to UCRS. The monthly and year-to-date deduction amounts should be passed on the contribution segment portion of the UCRS record with the appropriate plan codes.

## Overview

### Update Data Elements

"DCP Plan Code" (EDB 0129) values of 'Y' and 'N' will replace the existing values.

### EDB File Maintenance Process

The DCP Plan Code value will be derived to 'Y' when the Retirement System Code is changed to '1', 'U', 'B', or 'H'. If Retirement System Code is not '1', 'U', 'B', or 'H', the DCP Plan Code will be derived to 'N'.

### EDB Monthly Maintenance Process

The DCP Plan Code value will be derived to 'Y' when the Retirement System Code is changed to '1', 'U', 'B', or 'H'. If Retirement System Code is not '1', 'U', 'B', or 'H', the DCP Plan Code will be derived to 'N'.

### One-time Processes

A one-time GTN conversion program will examine the employee record for current 403(b) GTNs with non-zero G balances and collapse them into single flat dollar or percentage-based GTNs. If an employee record contains a combination of flat dollar and percentage deduction GTNs, the percentage deductions will be set to 0 and the flat dollar amounts will be converted to the new GTN. For current after-tax DCP GTNs, the conversion program will collapse non-zero G balances into a single flat dollar after-tax DCP deduction. In addition, the one-time program will also set the employee's DCP Plan Code to "Y" when the Retirement System Code is '1', 'B', 'H', or 'U'. Otherwise it will be set to "N".

A one-time program will be developed to derive a "General Purpose Loan ID" value of 243.00 and stored in the 243-U Balance and/or derive a "Primary Residence Loan ID" value of 253.00 and stored in the 253-U Balance for existing employees currently enrolled in "General Purpose Loan" (243-G) and/or "Primary Residence Loan" (253-G).

### Compute Changes

#### NACHA File

The employees' loan deductions will be reported on the NACHA File. The loan deductions associated with 243-G deductions will be reported on the NACHA File as a separate batch on the NACHA File. The loan deductions associated with 253-G deductions will be reported on the NACHA File as a separate batch.

#### DCP Deductions

The existing logic that pairs the old GTN numbers together with the old DCP Plan Code values to determine whether the DCP deductions should be taken will be changed to pair the new GTN numbers 733, 734, 735, and 736 to the DCP Plan Code of 'Y'.

### UCRS Interface File Process

The interface between EDB and UCRS will be modified to pass the new deductions 730 through 736 to UCRS. The monthly and year-to-date deduction amounts will be passed on the contribution segment portion of the UCRS record with the appropriate plan codes.

## **Bind Member Changes**

PPO1644A

This Bind member will contain bind statements for one-time program PPO1644A.

PPO1644B

This Bind member will contain bind statements for one-time program PPO1644B.

## **Copylib Members**

### **CPWSW88S**

The COBOL 88 level values associated with DCP Plan Code ('S', 'E', 'B', 'G', 'O', 'T', 'F', and 'C') will be removed, and replaced with values of 'Y', and 'N'.

### **CPWSXIDC**

The default DCP Plan Code value of 'S' will be replaced with a value of 'Y'.

### **CPWSXPLN**

Currently, this copymember contains an array of plan codes associated with the appropriate GTN numbers. Each entry contains a unique plan code associated with at most three GTN numbers per entry. The array, referenced in PPI730, is used to accumulate the appropriate Year-to-Date deduction amounts per specific Plan Code and reported on the employee's contribution segment portion of the UCRS record.

Since a unique plan code may be associated to more than three GTN numbers, the array will be changed such that multiple entries may contain the same plan code. Thus, the restriction of only one entry per unique Plan Code will be removed.

## **Include Members**

### PPPV400A

The COBOL 88 level values associated with DCP Plan Code ('S', 'E', 'B', 'G', 'O', 'T', and 'F') will be removed, and replaced with values of 'Y' and 'N'.

## One-time Programs

### PPO1644A

This one-time program will be developed to derive a “General Purpose Loan ID” value of 243.00 and stored as a U-Balance for deduction 243-G and/or derive a “Primary Residence Loan ID value of 253.00 and stored as a U-Balance for deduction 253-G for existing employees currently enrolled in “General Purpose Loan” (243-G) and/or “Primary Residence Loan” (253-G).

A single EDB Change file will be produced for all changed EDB data elements. A control total report will be produced. No detail reporting will be required; instead an audit report will be produced from PPP180 using the output ECF File produced from the one-time program. It will not be necessary to process the ECF File into the history process.

**PPO1644A can be run in either non-update or update mode. It is suggested that it first be run in non-update mode and the reports reviewed prior to running it in update mode.**

### PPO1644B

A one-time GTN conversion program will be developed to examine the employee records for current 403(b) GTNs with non-zero G balances and collapse them into single flat dollar or percentage-based GTNs. If an employee record contains both flat dollar and percentage deduction GTNs, the percentage deduction is set to 0 and the flat dollar amount is converted to the new GTN. For current after-tax DCP GTNs, the conversion program will collapse non-zero G balances into a single flat dollar after-tax DCP deduction. The new Deduction Effective Date will be set to July 1, 2005. In addition, the one-time program will set the employee's DCP Plan Code to “Y” when the Retirement System Code is ‘1’, ‘B’, ‘H’, or ‘U’. Otherwise it will be set to “N”.

A single EDB Change file will be produced for all changed EDB data elements. A control total report will be produced. No detail reporting will be required; instead an audit report will be produced from PPP180 using the output ECF File produced from the one-time program. It will not be necessary to process the ECF File into the history process.

**PPO1644B can be run in either non-update or update mode. It is suggested that it first be run in non-update mode and the reports reviewed prior to running it in update mode.**

## **Program Changes**

### **PPCTNGOE**

PPCTNGOE will be modified to include '06' as a valid Process Format Routine value, and include valid Organization Group Sort values of 'N', 'O', 'P', 'Q', 'R', 'S', 'T', and 'U' for fidelity reporting of deductions 730 through 736, and reporting of 403(b) loan deductions 243 and 253.

### **PPDXRETS**

PPDXRETS will be modified to revise the internal hard-coded texts in the "Retirement and Savings" portion of the Employee Document, specifically related to the DCP Plan Codes, Defined Contribution Plans (DCP), and 403(b) loans.

Logic referencing the old GTN numbers associated to tax-deferred flat dollar deductions, tax-deferred percentage deductions, after-tax DC deductions, and the tax-deferred Benham deduction will be removed.

Print bgic for the new GTN numbers of 730, 731, and 732 will be added for printing on the Employee Document.

### **PPEC101**

This module will be modified to replace the various edits/derivations for setting the DCP Plan Code when Retirement System Code is changed. If the Retirement System Code is changed to '1', 'U', 'B', or 'H', the DCP Plan Code will be set to a value of 'Y'. Otherwise the DCP Plan Code will be set to a value of 'N'.

### **PPEI205**

Currently, this module derives a DCP Plan Code of 'S' when the Retirement System Code is equal to 'H' and the DCP Plan Code is not 'S'.

This module will be modified to set the DCP Plan Code to 'Y' when the Retirement System Code is changed to '1', 'U', 'B'; or 'H'. Otherwise the DCP Plan Code will be set to a value of 'N'.

### **PPEI206**

Currently, this module derives a DCP Plan Code of 'S' when the old Retirement System Code is equal to 'H' or 'N' and the DCP Plan Code is not equal to 'S'.

This module will be modified to set the DCP Plan Code to 'Y' when the old Retirement System Code is 'H' or 'N'.

### **PPI730**

PPI730 will be modified to pass the new deductions 730, 731, 732, 733, 734, 735, and 736 to UCRS associated with new plan codes of 93, 94, 95, 96, 97 (memo types), and 98. Deductions 730 and 731 will be associated with new plan code 93. Deduction 732 will be associated with new plan code of 94. Deduction 733 will be associated new plan code 95. Deduction 734 will be associated with new plan code 96. Deduction 735 will be

associated with new plan code 97. Deduction 736 will be associated with new plan code 98. In addition, the old deductions related to the Tax-deferred 403(b) Flat Dollar, Tax-deferred 403(b) Percentage, After-tax DC, DCP Career, DCP Casual, and DCP Summer Salary will be disassociated from the old plan codes, and will be replaced with the appropriate new memo plan codes of 93, 94, 94, 95, 96, 97, or 98.

The COBOL SEARCH statement used to accumulate the employee's YTD deductions based on the plan code will be modified to use the COBOL PERFORM VARYING statement to properly accumulate the YTD deductions depending on the plan codes.

#### PPNETCLC

The existing logic that pairs the old GTN numbers together with the old DCP Plan Code values to determine whether the DCP deductions should be taken will be changed.

This module will be modified such that if the GTN number is 733 (DCP Career) and the DCP Plan Code is equal to 'Y', the DCP Career deduction will be taken. If the GTN number is 734 (DCP Casual) and the DCP Plan Code is equal to 'Y', the DCP Casual deduction will be taken. If the GTN number is 735 and the DCP Plan Code is equal to 'Y', the DCP Summer Salary (Employee portion) deduction will be taken. If the GTN number is 736 and the DCP Plan Code is equal to 'Y', the DCP Summer Salary (Employer portion) deduction will be taken.

#### PPP430

PPP430 creates the ACH interface file and reports.

The format of the free-form (addendum) type-7 NACHA record for the 403(b) loan deductions will be added to the Working Storage area. The logic that produces NACHA records will be modified to create separate batches for the 403(b) loan deductions, triggered by new format routine '06' on the NGO table. Thus, the NACHA file will contain 243-G loan deductions in its separate batch, and 253-G loan deductions will be contained in its own separate batch. Note that each new batch on the *NACHA File begins with a type-5 (Company/Batch Header) NACHA record.*

## System Control Table Updates

### Gross-to-Net

Old GTN numbers related to tax-deferred 403(b) flat dollars, tax-deferred 403(b) percent, DCP Regular, DCP Casual, DCP Safe Harbor, and DCP Summer Salary Employee/Employer will be made 'Inactive'. **Note that any adjustments or prior suspended deductions related to the old GTNs will still be allowed to be taken.**

In addition, the GTN descriptions for 403(b) loan deductions 243 and 253 will be revised.

### Code Translation

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

Database	Data Element	Code Value	Translation Length	Code Translation
EDB	0129	Y	34	DCP Eligible
EDB	<b>0129</b>	N	34	Not DCP Eligible
CTL	GTNLBL	730	32	403(b) Tax Deferred Flat Dollar
CTL	GTNLBL	731	32	403(b) Tax Deferred %
CTL	GTNLBL	732	34	DC After Tax
CTL	GTNLBL	243	24	403b Gen Purpose Loan
CTL	GTNLBL	253	24	403b Residence Loan

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

Database	Data Element	Code Value	Translation Length	Code Translation
CTL	GTNLBL	243	24	403b Gen Purpose Loan
CTL	GTNLBL	253	24	403b Residence Loan

The following code translations will be deleted/added to the CTT table.

Database	Data Element	Code Value	Translation Length	Code Translation	Action
CTL	GTNLBL	733	34	DCP REGULAR	Delete
CTL	GTNLBL	733	24	DCP Regular	Add

### Data Element

DCP Plan Codes of 'B', 'E', 'F', 'G', 'O', 'S', and 'T' will be removed, and replaced with valid DCP Plan Codes of 'Y' and 'N'. **The data element will be made non-updateable.**

### Data Element to Screens

DCP Plan Code (EDB 0129) will be made **non-updateable** on the ERET screen.

### NACHA GTN Organization

New values will be added for the Fidelity MRK NACHA entries. New Org Group Sorts of 'N', 'O', 'P', 'Q', 'R', 'S', 'T', and 'U' will be added. Pre-noting will not be required for these new entries. New Format Routine '06' will be added for the General Purpose and Primary Residence loans. Note that the ***Deposit Pay Period End Date First*** must be less than or equal to the earliest cycle end date that must be transmitted via NACHA. ***That date will be set to July 02, 2005.***

### CICS Help Texts

On-line CICS Help (EDB 0129) will be revised in the CICS Help File as well as the Web Data Dictionary Entry for EDB 0129.

## **Attachments**

Attachment A – Data Dictionary Entries

Attachment B – Sample One-time Reports

***Attachment A***

***System Number: EDB0129***

***User Access Name: 0129-6***

***Programming Name: DCP\_PLAN\_CODE IN PPPBEN***

***Revision Date: 05/01/05***

***Comments***

Location(s): APS 4014 - DCP Fund Selection Code  
CPS 4014 - DCP Fund Selection Code  
IPS 4014 - DCP Fund Selection Code  
OPP 4014 - DCP Fund Selection Code

***Name: DCP PLAN CODE-EDB***

***Type: ALPHANUMERIC***

***Length: 1***

***Format***

N/A

***General Description***

Code indicating Defined Contribution Plan eligibility.

***Code Interpretation***

Y - DCP Eligible  
N - Not DCP Eligible

EDB 0129 -- DCP PLAN CODE Previously Valid Codes

A - Multi-Asset Fund  
B - Bond Fund  
E - Equity Fund  
F - Fidelity Investments Fund  
G - Insurance Company Contract Fund  
M - Money Market Fund  
O - Balanced Growth Fund (BGF)  
S - Savings Fund

T - Treasury Inflation Protected Securities (TIPS) Fund

O1644A1/PP01644A/050105  
 1  
 RETN: SEE RPTS DISP SCHEDULE/DIST.  
 03/04/05

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE  
 ONETIME LOAN ID SETUP  
 WARNINGS AND MESSAGES

PAGE NO.  
 RUN DATE  
 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 UPDATE SELECTED

O1644A1/PP01644A/050105  
 1  
 RETN: SEE RPTS DISP SCHEDULE/DIST.  
 03/04/05

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE  
 ONETIME LOAN ID SETUP  
 WARNINGS AND MESSAGES

PAGE NO.  
 RUN DATE  
 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 -----

DEDUCTION RECORDS READ:	22
DED U-BALS ALREADY EXIST:	0
DED U-BAL RECORDS INSERTED:	22
ECF RECORDS WRITTEN:	51
PER ROWS UPDATED:	14

O1644A1/PP01644A/050105

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE

PAGE NO.

1

RETN: SEE RPTS DISP SCHEDULE/DIST.  
03/04/05

ONETIME 403B conversion

RUN DATE

WARNINGS AND MESSAGES

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 -----

THE EDB HAS BEEN UPDATED

O1644B1/PP01644B/050105

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE

PAGE NO.

1

RETN: SEE RPTS DISP SCHEDULE/DIST.  
03/04/05

ONETIME 403b CONVERSION

RUN DATE

WARNINGS AND MESSAGES

RUN TIME

14:40:09

EMPLOYEES SELECTED:	652
DEDUCTION RECORDS READ:	202
BENEFITS RECORDS UPDATED:	652
DEDUCTION RECORDS INSERTED:	91
ECF RECORDS WRITTEN:	2,543
PER ROWS UPDATED:	652