



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re: Release: 1670
Service Request: 81309
Programs: PPCTNGOE, PPEM116, PPI730, PPNETCLC, PPP390, PPP400,
PPP430, PPP520, PPP530, PPP538 (new), PPP711, PPP810, PPP820,
PPP830, PPRCOPT1, PPRCOPT2, PPSPPFET, PPSPPUPD,
PPWEELI, PPWISSP
Copymembers: CPFDXEDF, CPLNKNET, CPWSXECP, CPWSXEDR, CPWSXEXP,
CPWSXIC5, CPWSXIVR, CPWSXPLN
Include Members: PPPV400A
DDL Members: PPPV400A
Bind Members: PPP520, PPP538 (new), PPP810, PPWEELI (new)
CICS Maps: PPEELI0, PPISSP0
Forms: UPAY924 (new)
Table Updates: Gross-to-Net Table, Data Element Table, System Messages Table,
Code Translation Table, NACHA GTN Organization Table, CICS Help
Urgency: Date Mandated

Service Request 81309

Background:

At their March 2005 meeting, the UC Regents approved amendments to the 403(b), 457(b), and Defined Contribution (DC) Plans (“the Plans”) to permit contributions to be made to the plans in lieu of the current Severance Pay Program (SPP) contributions for senior managers:

Provide In Lieu Supplement under the Plans

The SPP was established by action of The Regents in 1990 to provide a benefit for senior managers at separation from service. Over the years, the SPP has been managed at the local level due in part to the limited capacity of the systemwide computer programs. With the move to a master record keeping platform, it is now possible to amend the SPP and the Plans as necessary to provide a supplement in lieu of the SPP benefit through the Plans, consistent with the limits of the Internal Revenue Code and as mandated by changes in the law applicable to deferred compensation plans. These amendments would involve no change in the benefit level provided to participants under the SPP.

The Health Sciences Severance Pay Plan (HSSPP) will remain unchanged.

Current Process:

During EDB File Maintenance, PPS evaluates appointment attributes to derive a Senior Management Severance Pay Indicator value (EDB 1122). Only Senior Managers with a Senior Management Severance Pay Indicator value of ‘A’, ‘B’, ‘C’, ‘D’, or ‘E’, or a Senior Management Exception Indicator (EDB 0412) of ‘Y’, are eligible to receive SPP contributions.

Each eligible Senior Manager receives severance pay contribution amounts equal to 3% or 5% of his or her current salary, depending on the Senior Management Severance Pay Indicator value.

Each month, the SPP Monthly Process calculates and stores the monthly SPP contribution amount for eligible participants. Each quarter, when the Short Term Investment Pool (STIP) rate is made available, campuses run the Quarterly SPP Process, which calculates and posts interest to the SPP balances stored for each participant.

When an eligible employee separates, the SPP balance is paid out in a lump sum payment, using the 'SVE' or 'SVM' DOS codes.

Proposed Process:

Existing SPP balances will be frozen as of December 2005, and will be transferred from the locations to the UCOP Senior Management Compensation group, which will maintain the SPP balances, apply quarterly STIP interest, and coordinate disbursements for separated participants. Under the new Senior Management Supplement (SMS) program, contributions previously made to the SPP program will now be posted to the participant's defined contribution plan accounts (DCP, 403(b), 457(b)), administered by FITSCo (Fidelity Investments Tax-exempt Services Company).

In addition, on October 18, 2005, an addendum was presented to ask that the data displayed for the label 'Sr Mgmt Supplement Indicator' on the ISSP screen (previously the 'SPP Indicator', EDB 0401) should no longer be displayed. In its place, the Senior Management Supplement Eligibility Indicator (EDB 1122), formerly Senior Management Severance Pay Indicator, value should be displayed. The field-level help text should be updated to point to this data element rather than EDB 0401.

Programs

PPCTNGOE

The edit routines that contain a list of valid Process Format Routine values have been modified to include value of '7' to the list. The edit routines that contain a list of valid Organization Group Sort Codes have been modified to include values of 'V', 'W', and 'X'.

PPEM116

This module has been modified such that if the employee's Employment Status (EDB 0144) is 'S' (separated) and G-balance type 742, 743, 744, 745, 745, or 747 contains a non-zero balance, the appropriate G-balance amount(s) is initialized to zero and the appropriate effective date is initialized to an ISO Low Date of '0001-01-01'.

PPI730

This program has been modified such that new Plan Code 28 (containing total amounts of deductions 742 + 745), Plan Code 29 (containing total amounts of deductions 743 + 746), and Plan Code 30 (containing total amounts of deductions 744 + 747) are recorded on the contribution segment of UCRS Interface record. In addition, control totals for Plan Codes 28, 29, and 30 are displayed on the UCRS Control Totals report.

PPNETCLC

This module has been modified to add a section for Calculation Routine '55'.

Calculation Routine '55' contains logic to check the value of the employee's Senior Management Supplement (SMS) Eligibility Indicator (EDB 1122) or the Senior Management Supplement Exception Indicator (EDB 0412).

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SMS Contributions 742, 743, 744, 745, 746, or 747 are taken only if the employee's Senior Management Supplement Eligibility Indicator value is 'A', 'B', 'C', 'D', or 'E', or the Senior Management Supplement Exception Indicator value is 'Y', and the Employment Status (EDB 0144) is *not* 'N' (Leave Without Pay). If the conditions are not satisfied, the employee's SMS Contribution amount(s) is set to zero.

PPP390

This program has been modified to bypass the writing of ECF records when the pay out of the severance contribution balance is associated with a Senior Management Supplement Indicator (EDB 0401) value of 'E'.

PPP400

PPP400 has been modified to pass the Senior Management Supplement Eligibility Indicator (EDB 1122) value and the Senior Management Supplement Exception Indicator (EDB 0412) value via the linkage (CPLNKNET) for usage in module PPNETCLC.

PPP430

PPP430 has been modified to process new Format Routine '7' (defined on NGO Table) for Senior Management Supplement Pay Program. The format of the free-form (addendum) type-7 NACHA record for the SMS contributions will be added to the Working Storage area. The logic that produces NACHA records will be modified to create a separate batch for contributions 742 and 745, contributions 743 and 746, and contributions 744 and 747.

PPP520

Logic to process new Senior Management Supplement Pay Contribution benefit has been added to PPP520. Program PPP520 has been modified to pro-rate the Total Senior Management Supplement Pay Contribution benefit among eligible payments based on the data supplied by PPP500. The highest priority gross used to pro-rate the Senior Management Supplement Pay Contribution benefit is the same gross to pro-rate health, core medical, dental, vision, and legal.

In addition, a Type 2 record for the Senior Management Supplement Pay Contribution benefit has been added to the Input/Output Reconciliation report PPP5202.

The assessed Senior Management Supplement Pay Contribution benefit amount is carried on the Expense Distribution Work (EDW) in a newly assigned benefit position.

New logic has been added to split the Total Expense Transfer benefit between UC Retirement Matching, Faculty Summer Salary, and/or SMS contribution benefits.

PPP530

Program PPP530 has been modified to process the Senior Management Supplement Pay Contribution benefits from the EDW type-2 records and create appropriate GL Interface records to record the new SMS benefits. For reporting purposes, the Senior Management Pay Supplement Contribution benefit is displayed on the PPP5302 report under the same column that displays Matching Retirement and Faculty Summer Salary benefits. Totals for Object Code 8660 are maintained and reported for the Senior Management Supplement Pay Contribution benefit at the department level.

PPP538

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Program PPP538 is developed to provide a report of employees receiving Senior Management Supplement Pay Contributions for the processing month using as input the Expense Distribution Work (EDW) File produced from PPP520.

PPP711

PPP711 has been modified to remove the logic referencing the data associated with EDB 0402, EDB 0402, EDB 0411, and EDB 0403 through EDB 0409, and EDB 0411.

PPP810

PPP810 has been modified to remove the logic that calls module PPSPEP to derive the monthly Senior Management Severance Pay contribution. In addition, adjustment transactions, similar to DA type transactions, are no longer accepted for updating the Senior Management employees' contributions and interests.

Program logic associated with the following reports has been removed.

PPP8101 (SR MANAGEMENT SEVERANCE PAY CONTRIBUTIONS)
PPP8102 (SR MANAGEMENT SEVERANCE PAY SUMMARY)
PPP8103 (SR MANAGEMENT SEVERANCE PAY ERROR MESSAGES)

PPP820

PPP820 has been modified such that the update to the PPPSPP table only occurs for Health Science employees whose Severance Pay Program (EDB 0431) is 'H'.

Program logic associated with the following reports has been removed. ***No JCL changes are required to remove these reports.***

PPP8201 (SR MANAGEMENT SEVERANCE PAY INTEREST POSTING)
PPP8202 (SR MANAGEMENT SEVERANCE PAY INTEREST SUMMARY)
PPP8203 (SR MANAGEMENT SEVERANCE PAY INTEREST ERRORS)

PPP830

PPP830 has been modified to remove logic that writes report PPP8301 (Senior Management Severance Pay Payout Calculation).

Program logic associated with the following report has been removed.

PPP8301 (SR MANAGEMENT SEVERANCE PAY PAYOUT SUMMARY)

PPRCOPT1

PPRCOPT1 has been modified to pass the Senior Management Supplement Eligibility Indicator (EDB 1122) value and the Senior Management Supplement Exception Indicator (EDB 0412) value via the linkage (CPLNKNET) for usage in module PPNETCLC.

PPRCOPT2

PPRCOPT2 has been modified to pass the Senior Management Supplement Eligibility Indicator (EDB 1122) value and the Senior Management Supplement Exception Indicator (EDB 0412) value via the linkage (CPLNKNET) for usage in module PPNETCLC.

PPSPPFET

The program is a standard part of the EDB Fetch/Update complex for PPPSPP Table.

Logic has been removed that references data elements EDB 0402, EDB 0403, EDB 0404, EDB 0405, EDB 0406, EDB 0407, EDB 0408, and EDB 0409.

PPSPPUPD

The program is a standard part of the EDB Fetch/Update complex for PPPSPP Table.

Logic has been removed that references data elements EDB 0402, EDB 0403, EDB 0404, EDB 0405, EDB 0406, EDB 0407, EDB 0408, and EDB 0409.

PPWEELI

This screen processor program has been modified to allow for the update of the G-balance amounts for GTN numbers 742, 743, 744, 745, 746, and 747. A maximum of three deduction entries are displayed for update.

PPWISSP

This screen processor program has been modified to display the G-balance amounts for GTN numbers 742, 743, 744, 745, 746, and 747. A maximum of three deduction entries are displayed. In addition, logic related to the label fields and data associated with EDB 0402, 0403, 0404, 0405, 0406, 0407, 0408, and 0409 have been removed.

Copymembers

CPFDXEDF

Currently, this copymember contains the File Definitions for the EDW File.

The length value has been changed from 8714 to 8914.

CPLNKNET

This copymember has been modified to include Senior Management Supplement Eligibility Indicator (EDB 1122) and Senior Management Supplement Exception Indicator (EDB 0412) fields for usage in PPNETCLC.

CPWSXEDR

This copymember has been modified to add an entry on the existing benefits array for the SMS contribution benefits.

CPWSXEXP

Currently, this copymember defines the type-2 Expense Distribution Work record.

This copymember has been modified to add 4 additional bytes to the length for the SMS Contribution benefit.

CPWSXIC5

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GTN numbers 742, 743, 744, 745, 746, and 747 have been added to the copymember. An entry has been added to the existing Benefits array for the SMS Contribution benefits.

CPWSXIVR

GTN numbers 742, 743, 744, 745, 746, and 747 have been added to the existing Deduction array under group code '5'.

CPWSXPLN

Plan Code 28 with GTN numbers 742 and 745, Plan Code 29 with GTN numbers 743 and 746, and Plan Code 30 with GTN numbers 744 and 747 have been added to the existing Plan Code array.

Include members

PPP400A

COBOL and DB2 columns EXEC-SPP-FLAG (EDB 0401) and SPP-MGMT-EXCEP-IND (EDB 0412) have been added to the include member.

DDL members

PPP400A

This DDL member creates the view PPPV400A_BEN.

Columns EXEC-SPP-FLAG (EDB 0401) and SPP-MGMT-EXCEP-IND (EDB 0412) have been added to view PPPV400A_BEN.

Bind members

PPP520

PPFSSDCP has been added to the member list.

PPP538

A plan bind member containing bind statements is created for program PPP538.

PPP810

Member PPSPEP has been commented out.

PPWEELI

A package bind member containing bind statements is created for program PPWEELI.

CICS Maps

PPEELI0

This map defines the label fields and data fields for the EELI screen. This screen map has been modified to allow for the update of the G-balance amounts for contribution-type GTN numbers 742, 743, 744, 745, 746, and 747. Because

an employee can have at most two contributions set up on the EDB, screen EELI has been changed to allow a maximum of two entries plus one additional entry for updates.

PPISSP0

This map defines the label fields and data fields for the ISSP screen. This screen map has been modified to display the G-balance amounts for contribution-type GTN numbers 742, 743, 744, 745, 746, and 747. Because an employee can have at most two contributions set up on the EDB, screen ISSP has been changed to display a maximum of two entries plus one additional entry.

In addition, the label fields and data associated with EDB 0402, 0403, 0404, 0405, 0406, 0407, 0408, and 0409 have been removed from this screen.

Forms

UPAY924

New form UPAY924 defines the Specification Input for program PPP538. In addition to the Specification Identifier ("PPP538-SPEC"; columns 1 through 11), one field is defined for the Report Sequence (column 12). Current values permitted are either "N" (Employee Name order) or "F" (FAU order).

JCL Changes

PPP520

The JCL that executes program PPP520 has been modified to reflect the new EDW (DD Name "EXPDIST") LRECL length of 8918 (previously LRECL was 8718).

PPP810

The JCL that executes program PPP810 has been modified to reflect obsolete senior management reports **PPP8101**, **PPP8102**, and **PPP8103**. That is, existing DD Names of "RPTEXEC" and "WARNEXEC", and associated attributes are removed from the JCL.

PPP830

The JCL that executes program PPP830 has been modified to reflect obsolete report PPP8301. That is, existing DD Name of "**PPP8301**" and any associated attributes have been removed from the JCL.

PPP538

New JCL has been created to execute program PPP538. This program runs after the Expense Distribution process in order to report monthly Senior Management Contribution benefits. The Expense Distribution Workfile (EDW) created by PPP520 is used as input to this process and reflects activity for the current process month. Sample JCL used for testing is provided with this release.

Table Updates

Gross-to-Net

Gross-to-Net numbers 742, 743, 744, 745, 746, and 747 with the appropriate attributes are added to this table.

Data Element

Existing data elements related to the Senior Management Severance Pay Program (0402, 0403, 0404, 0405, 0406, 0407, 0408, and 0409) are deleted from this table.

System Messages

The appropriate messages related to program PPP538 are added to the table.

Code Translation

Code translations are added to this table for usage in the Compute for display on the Direct Deposit Earnings Statement.

NACHA GTN Organization

New values have been added to this table for the Fidelity NACHA batches related to senior management supplement pay contributions. Pre-noting is not required for these new entries. New Format Routine '07' is new for the senior management supplement pay contributions. New Organization Group Sorts of 'U', 'V', and 'W' are added.

Note that the ***Deposit Pay Period End Date First*** must be less than or equal to the earliest pay cycle end date that must be transmitted via NACHA. ***That date is set to November 30, 2005 so that One-time SMS contributions are reported on the NACHA File for Computes with December Check Dates.***

CICS Help

The CICS Help texts contained in EDB 0402, 0403, 0404, 0405, 0406, 0407, 0408, and 0409 have been deleted.

The CICS Help texts contained in EDB 0410, 0412, 0413, and 1122 have been modified:

Test Plan

A complete test plan is provided with this release.

Installation Instructions

A separate Installation Instructions document is provided with this release.

Timing of Installation

The installation of this release is Date Mandated.

Campuses must install the changes in this release ***after*** the end of October Reporting processes have already run and ***before*** the end of November Reporting processes have run, and not later than December 1, 2005. In addition, locations planning to process one-time 457(b) SMS contributions (via DS pay transactions) for the December 1 checkwrite should install the release before the compute for the December 1 payroll.

Note that the One-time Senior Management Supplement (SMS) contributions must be included on the NACHA Files from Computes with December Check Dates. Therefore, the Deposit Pay Period End Date First stored on the NACHA GTN Organization Table is set to November 30, 2005 for GTN numbers 742 through 747.

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If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu or call at (510) 987-0464.

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