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Re:	Release:	1715
	Service Request:	81573
	Error Reports:	None
	Programs:	PPBENRTR, PPBENUCR, PPI730, PPNETCLC, PPNETUPD, PPP400, PPRCNET
	Copymembers:	CPLNKNET, CPLNKUCR
	Include Members:	None
	DDL Members:	None
	Bind Members:	None
	CICS Maps:	None
	Forms:	UPAY676B
	Table Updates:	Benefits Rates Table, System Parameters Table
	Urgency:	Not Urgent (See Timing of Installation)

Service Request 81573

This service request asks for a general review and testing of the UCRP employee deduction process in order to further document the current calculation especially in regards to the relationship of the Basic (Plan 5) Rate, the DCP Rate, and the Regents Reduction. During this review process, differing Basic and DCP rates were tested as were scenarios with zero Regents Reduction rates and/or zero DCP rates. The associated release document "UCRP Deduction Calculation Summary" provides a synopsis of these relationships and includes the release modifications identified below.

In order to anticipate possible future needs related to rate flexibility, the service request also asks that the rate selection process be made collective bargaining sensitive and as such, be modified so as to allow UCRP rates to be assigned at the Bargaining Unit/Representation Code level.

To fulfill these tasks, the following modifications to the employee UCRP deduction process have been made:

1. The Regents Reduction (i.e., currently \$19) amount will no longer be retrieved from the System Parameter Table (#246). Instead, it has been placed on Line 15 of the Retirement Rates portion of the Benefits Rates Table (BRT). In this manner, the Regents Reduction will join the Basic and DCP rate sets already assigned to the BRT.
2. The BRT rate selection for UCRP employee deductions previously utilized only population default rates (i.e., Bargaining Unit "00"). The selection process has been modified so that the Employee Unit Code (EDB0255) and the Employee Representation Code (EDB0295) will be used to match specific UCRP rates per the BRT Bargaining Unit and Representation Code. Only when Bargaining Unit specific rates are not found, will the "default" rates be used.
3. When a late payment is beyond the five month EDB history (i.e., current month and the previous four months), only the DCP Deduction is calculated. This has been modified to also calculate the Basic Deduction (i.e., the Basic Deduction

equals the "preliminary" Basic Deduction less the DCP Deduction). This is not currently a problem because the Basic and DCP rates have the same value and thus, the DCP deduction nullifies the full amount of the Basic deduction. However, if and when the Basic and DCP rates are ever varied, the Basic deduction calculation must be in effect.

4. During testing with a Regents Reduction rate set to zero, the calculation module (PPBENUCR) returned an ABEND condition. This has been modified to properly calculate the Basic and DCP deductions with no (i.e., zero) Regents Reduction.
5. The UCRP calculation rate usage routines contain special "prior" month default to current month rate when the Hire Date is within the prior month. This allows for proper EDB rate history update. This routine will now also be performed on the presence of late pay for the "prior" month when no payments had previously been applied to the month. Without this change, any subsequent late pays for this historical month will improperly reissue the full \$19.00 Regents Reduction. Note that when this occurs, the paired Basic and DCP Rates will be recorded on the EDB for that historical month.
6. On return from the retirement calculation, PPNETCLC updates the "current" month Basic and DCP Rates on the EDB. Also, to accommodate new employees hired in the previous month (after the compute run) and receiving late pay in the current month, a special routine is invoked. This routine tests the "prior" month Basic Rate and, if zero, establishes the "current" month Basic Rate in the "prior" month Basic Rate. Unfortunately, the same test is made of the "prior" month DCP Rate and, under certain circumstances of zero and/or changing DCP Rates, it is possible for a non-synchronized Basic and DCP Rate to be updated. That is, for any given month, the Basic and DCP Rates are paired, whether a historical rate or over/under FICA max rate, the rates are paired. So, since the Basic Rate is the calculation driver rate, only if the "prior" Basic Rate is zero, are the current Basic and DCP Rates are applied to the historic month.

Note that generally, this release should be transparent to the current PPS retirement function. That is, this release attempts to anticipate a wide range of possible future requirements and, other than the corrections identified above, should have no impact on current UCRP calculation results.

Also note that in addition to the processes identified above, certain associated changes to permit bargaining unit options will be made to the Overpayment function of the ORCA process. However, ORCA is not currently impacted and these changes will be issued in a future release.

Programs

PPP400

The Gross-to-Net process has been modified to move the Employee Unit Code (source: EDB0255) and Employee Representation Code (source: EDB0295) from the Preliminary PAR to newly assigned areas of the CPLNKNET linkage area for usage in lower level modules. This modification will include both Current Activity type PARs as well as C-O-H type PARs.

PPRCNET

The Rush Check Deduction module has been modified to move the Employee Unit Code (source: EDB0255) and Employee Representation Code (source: EDB0295) from the CPWSRCPW linkage area to newly assigned areas of the CPLNKNET linkage area.

PPNETCLC

Module PPNETCLC is called by PPP400 and PPRCNET to develop current deduction amounts which require special procedures or calculations.

When PPNETCLC is called to develop the UCRP Basic (Plan5) deduction via setup/call to PPBENUCR, the Employee Unit Code and Employee Representation Code will now be moved from the CPLNKNET linkage area to newly assigned areas of the CPLNKUCR linkage area.

On return from PPBENUCR, module PPNETCLC previously tested the EDB "prior" month Basic Rate to be zero and if so, also stored the "current" month Basic Rate into the "prior" month EDB historic rate (this facilitates first time late pays for the prior month as well as new hire conditions). Since the same test is made of the "prior" month DCP Rate and future DCP Rates may be zero, the independent DCP rate test may cause improperly paired Basic and DCP Rates to be stored on the EDB work history. This second DCP Rate check has been removed. Instead, if the "prior" month Basic Rate is zero, the paired DCP Rate will be applied in addition to the Basic Rate.

PPNETUPD

Module PPNETUPD is called by PPP400 to perform special update procedures .

When a C-O-H PAR record is indicated, PPNETUPD calls PPBENUCR to post UCRP activity to the historic months on the EDB. This setup/call to PPBENUCR has been modified so that the Employee Unit Code and Employee Representation Code are moved from the CPLNKNET linkage area to the CPLNKUCR linkage area.

Also during the C-O-H process, the module PPBENRTR is called for UCRS Retirement Plan members. This is an improper call (since PPBENRTR is reserved for PERS members). Although the calculated results from PPBENRTR are subsequently discarded for UCRS members, the improper call has been removed.

PPBENUCR

Module PPBENUCR is called to calculate the current Basic and DCP deductions as well as Regents Reduction for the batch Gross-to-Net process and Rush Checks. It is also called by the Gross-to-Net process to post C-O-H activity to associated historic UCRP balances.

PPBENUCR has been modified as follows:

1. During module initialization, a first time routine will select from the BRT all population default UCRP Basic and DCP rates (Safety, Without FICA, Under and Over FICA Maximum) as well as the newly assigned Regents Reduction rate. These rates are then held in a storage array.
2. As each employee is processed, their associated Employee Unit Code and Representation Code are used to select bargaining unit specific rate sets from the BRT. If unit specific rates are found, they will be used during the employee's calculation process. Otherwise, the held default rates will be used.
3. Rather than selecting System Parameter 246 for Regents Reduction rate usage, the newly assigned BRT rate for the Regents Reduction (PPPBR Table Line 15) will be used (either default or unit specific as per above). Module abort settings will no longer occur when the Regents Reduction rate is zero.
4. The source of DCP Rate usage (historical or current month) will be based on the associated Basic Rate (i.e., the switching of prior and current DCP rates will not be initiated by a zero value DCP Rate).
5. The Basic and DCP Rates used for first time pay of the prior month will be applied to the EDB history for that month.
6. For late payments older than the EDB history, the Basic Deduction will be calculated to equal the month's gross times the Basic Rate less the month's gross time the DCP Rate.

PPBENRTR

Used in association with PPBENPER, module PPBENRTR is called to calculate the EDB monthly historical Reduction Grosses for Public Employee Retirement System (PERS) members.

Unfortunately, during Cancellation, Overpayment, Hand-drawn Check processing, PPBENRTR is called for UCRS members. Although the derivations for UCRS members remain unused in subsequent processes, the call is improper. In addition, PPBENRTR has undergone UCRS related maintenance even though it has not been applicable to UCRS members in many years. Note, PPBENRTR will no longer be called for UCRS members (refer to PPNETUPD).

PPBENRTR has been modified by the removal of all references to UCRS Retirement Codes (this includes removal of UCRS related System Parameters and Benefits Rates Table usage).

PPI730

Program PPI730 creates Retirement Interface files based on PAR monthly earnings and deductions. Additionally, PPI730 creates the STIP Treasures' Report on a Pay Cycle basis.

PPI730 has been modified with the removal of the retrieval of values for System Parameters 232, 233, and 234. These parameters originally contained UCRS deduction rates (Without FICA, Under FICA, and Over FICA) but were replaced by BRT Rate usage a decade ago. Additionally, Parameter 246 (formerly \$19 Regents' Reduction, now on BRT) will no longer be retrieved by PPI730. Although the retrieval of these Parameters has now been removed, actual program calculation based on their values has not been present for many program generations.

Copymembers

CPLNKNET

This member serves as the primary linkage area for the Gross-to-Net process. The Employee Unit Code and Employee Representation Code have been added.

CPLNKUCR

This member defines the Linkage area between PPBENUCR and calling modules PPNETCLC and PPNETUPD. The Employee Unit Code and Employee Representation Code have been added.

Forms

UPAY676B

Forms UPAY676A and UPAY676B are used to update the Retirement Rates portion of the Benefits Rates Table. Line Number 15 of UPAY676B has been assigned to the Regents Reduction (\$19) amount.

Table Updates

Benefits Rates Table

The Regents Reduction (\$19) must be applied to Line 15 of the Retirement Rates portion of the BRT Table. Refer to Installation Instructions.

System Parameter Table

System Parameter Numbers 246 (UCRP Regent's Reduction) and System Parameter Numbers 250 (UCRP Regent's Reduction – Range Adjustment) will be set to zero and made available for usage.

Test Plan

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials, as well as performing any other desired local tests.

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Installation Instructions

Installation instructions are provided in a separate document.

Timing of Installation

This release is Not Urgent. However, campuses should install this release as quickly as possible so that any future UCRP changes may be implemented in the timeframe directed.

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

Please address questions or comments via electronic mail to Jim.Tuohig@ucop.edu or call (510) 987-0741.

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