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SR81832_IAP_Rates_2007

SR81832
IAP Rates Effective 4/1/07 and 7/1/07

Objective:

To modify IAP assessment rates effective with April and July earnings respectively, and to turn off IAP assessments for HX Covered distributions effective with April earnings.

Project Type:

This consists of control table changes to the Assessment Rate Table and the Incentive Award Program Table.

Requested by:

Christopher Simon, HR & Compensation Policy

Analyst:

Elizabeth Burkart, HR&B – ISS

Due Date:

These rates must be made available to campuses so that their control tables can be updated in time to affect April month-end expense distribution.

Background:

The SRDP (Staff Recognition and Development Program) funding available for 2006-2007 is .89% of policy-covered (non-represented) payroll base. Funding was reduced from the prior year's .92% level due to the costs of implementing the wage increases for lower-paid policy-covered (non-represented) employees.

For the first 9 months of the 2006-2007 fiscal year, a rate of .92% was assessed. Locations must now lower the assessment rate to .80% for the last three months of 2006-2007 (April, May and June) to amount to an overall rate of .89% for the 12-month period. This assessment rate of .80% must be effective 4/1/07.

For the 2007-2008 fiscal year, the assessment rate will be .87%, effective 7/1/07, for PSS and MSP employees.

In addition, IAP assessments for the University Professional and Technical Employees (UPTE) Health Care Professionals Unit (HX - covered) must be turned off effective with April earnings, assessed during April month-end processing, due to their current contract, effective 4/1/07, which states:

H. BONUS AND INCENTIVE AWARDS

The program that was formerly known as the Incentive Award Program (IAP), has been abolished at all campus locations and the 0.5% funding of this program has been rolled into the general increase identified in Appendix A and Sections A - C above.

Control Table Changes:

Assessment Rate Table

Changes are as follows, per the attached UPAY870 form:

Effective 04/01/2007 change PSS and MSP rates to 0008000; effective 07/01/2007 change PSS and MSP rates to 0008700.

Four add transactions as follows:

A/D/C	Table No.	Benefit Assessment Type	Assessment Rate Cd.	Effective Date	Assessment Rate
A	42	IAP	PSS	040107	0008000
A	42	IAP	MSP	040107	0008000
A	42	IAP	PSS	070107	0008700
A	42	IAP	MSP	070107	0008700

Incentive Award Program Table

Effective 04/01/2007 change assessment rate code to 'None' for Title Unit Code HX, Appointment Representation Code C.

One add transaction as follows, per the attached UPAY869 form:

A/D/C	Table No.	Personnel Program	Appt Type	Title Unit Cd	Appt Rep Cd	Title Begin	Title End	Effective Date	Assessment Rate Cd
A	43	1		HX	C			040107	None