

Final

**Detailed Design
RELEASE 1111**

**Multiple UCRS Buybacks
Service Request 12579**

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Information Systems & Computing
Office of the President
University of California

Introduction

Service Request 12579 asks that modifications be made to the Payroll/Personnel System (PPS) to allow tracking of multiple UCRS buybacks to comply with 415C regulations requiring more stringent reporting on retirement service credit buybacks.

Currently, UCOP Benefits provide campuses and lab payroll locations with a single buyback amount and declining balance. Gross-to-Net (GTN) number 029 is used to establish the GTN deduction and declining balance. The deduction amount is passed to UCRP on the monthly UCRS interface file, mapped to UCRS Plan 20.

New regulations require that each buyback be tracked separately rather than being lumped into a single amount. In addition, some buybacks may be on a pre-tax basis and others may be on a post-tax basis. Therefore, UCOP Benefits has asked that PPS be modified to facilitate tracking of multiple buyback agreements. Separate buyback agreements should be provided to UCRS for those employees who have buyback activities. In addition, UCOP Benefits has requested that each employee's YTD Federal Withholding Taxable Gross (EDB 5502) and Prior YTD Federal Withholding Taxable Gross (EDB 0481) be recorded separately on the Contribution segments of the UCRS Interface File.

Ten GTN numbers have been reserved by the UCOP Payroll Coordinator for UCRS buyback processing; five GTN numbers will be for pre-tax buybacks, and five GTN numbers will be for post-tax buybacks. Each pre-tax buyback and/or post-tax buyback deduction associated with the GTN number should be recorded on the UCRS Interface File for those employees who have UCRS buyback activities.

Overview

1. No changes are required for the following processes:

On-line screens
EDB File Maintenance
Compute

2. **GTN Table**

Five Gross-to-Net (GTN) numbers must be established for the pre-tax buybacks, and five Gross-to-Net numbers must be established for the post-tax buybacks. *Gross-to-Net number 227*, which is an obsolete GTN formerly used for pre-tax buyback adjustments, will be deleted. The existing single GTN 029 associated with the post-tax buyback will continue to be used so that the deduction will not have to be changed for employees with a single buyback. The reserved GTN numbers for pre-tax and post-tax buybacks are as follows:

351 - UCRS PRE-TAX BUYBACK #1
352 - UCRS PRE-TAX BUYBACK # 2
353 - UCRS PRE-TAX BUYBACK # 3
354 - UCRS PRE-TAX BUYBACK # 4
355 - UCRS PRE-TAX BUYBACK # 5

361 - UCRS POST-TAX BUYBACK # 1
362 - UCRS POST-TAX BUYBACK # 2
363 - UCRS POST-TAX BUYBACK # 3
364 - UCRS POST-TAX BUYBACK # 4
365 - UCRS POST-TAX BUYBACK # 5

3. **Form**

A new form must be developed by the UCOP Benefits department for entering the G-balance amount and declining balance amount for the new buyback GTN numbers. The transactions will be in the standard X1 transaction format.

4. **UCRS Interface Changes**

- The employee's YTD Federal Withholding Taxable Gross (EDB 5502) and Prior YTD Federal Withholding Taxable Gross (EDB 0481) should be recorded separately on the employee's UCRS Interface record, each with a dummy Plan

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Code of '00' on the Contribution Segment. The Contribution Segment counter should be incremented by 1 for each dummy Plan Code.

- Pre-tax buyback deductions must be added to the Control Total associated with new Plan 19.
- Currently, existing UCRS Post-tax Buyback GTN 029 deductions are added to the Control Total associated with existing Plan 20.

The new post-tax buyback deductions must be added to the Control Total associated with existing Plan 20.

- Each appropriate buyback GTN number, Plan Year, and GTN deduction must be recorded on the type 'C' (Contribution) segment of the UCRS Interface record to identify each buyback agreement, and the Contribution Segment counter must be incremented by 1.
- Currently, existing UCRS Post-tax Buyback GTN 029 deduction is mapped to Plan 03 and Plan 20 on the UCRS Interface file. The current UCRS Buyback GTN 029 will continue to be used.

The new post-tax buyback GTN deductions should be mapped to existing Plan 03 and existing Plan 20 on the UCRS Interface File.

- The new pre-tax buyback GTN deductions should be mapped to new Plan 19 and existing Plan 05 on the UCRS Interface File.

Copymember Changes

CPWSUCRS

The record structure in CPWSUCRS defines the UCRS Interface record.

The first three characters of the existing filler named ***FILLER-AVAIL-C*** will be used to carry the GTN associated with the appropriate buyback. The new field will be named ***UCRS-BUYBACK-GTN***. The length of FILLER-AVAIL-C will be decreased to 14.

Program Changes

PPI730

This program reads the Final PAR file from a Pay Cycle, and produces several reports and interface files to the Retirement systems.

- **Working Storage Changes:**
 - * There are two sets of correlated arrays which must be changed in synch to add the new GTN's 351, 352, 353, 354, 355, 361, 362, 363, 364, and 365 to the processing. In addition, existing obsolete GTN 227 must be deleted from the processing.
 - * The first set of arrays are based on the number of unique GTN numbers that are processed. The arrays, currently 57 occurrences, must all be changed to 66 occurrences (ten new GTN numbers added, and one existing obsolete GTN number). The group names affected, contained in 01 level GTN-WORK-STORAGE, are ACCOUNT-CODE, GTN-MPP-CD, and GTN-TABLE-CODE. The value for GTN-ARRAY-SIZE must be changed to 66.
 - * In addition, the new GTN values must be added to GTN-KEYS-NOS and the redefining array DED-EL-CODES must be increased to 66 occurrences. DED-351, DED-352, DED-353, DED-354, DED-355, DED-361, DED-362, DED-353, DED-364, and DED-365 must be added in the same relative position to EMPLOYEE-DEDUCTIONS, and its redefining array DED-ELS must be increased to 66 occurrences. Lastly, the array SPEC-TRANS must be increased to 66 occurrences.
 - * A second set of arrays relates (maps) the GTN deductions to Plan Codes. The arrays, currently with an occurrence of 36, must be changed to 37 occurrences. One new Plan Code 19 will be added for accumulating deductions associated with GTN numbers 351, 352, 353, 354, and 355.
 - * The value for PLN-CODE-MAX must be changed to 37. PLAN-19 must be added to PLN-DETAIL, and its redefining array PLAN-AMT must be increased to 37 occurrences. PLAN-19 must be added to PLN-CTL in the same relative position, and its redefining array PLAN-CTL-AMT must be increased to 37 occurrences. The same plan related data for existing Plan 20 must be added for new Plan 19, and its redefining array UCRS-PLAN-ENTRY must be increased to 37 occurrences.

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- * An array BUYBACK-PRETAX-ENTRIES will be defined with a total occurrence value of 5 for pre-tax GTN numbers 351, 352, 353, 354, and 355. Each entry will contain the pre-tax GTN value and the associated pre-tax deduction total.
- * An array BUYBACK-POSTTAX-ENTRIES will be defined with a total occurrence value of 6 for post-tax GTN numbers 029, 361, 362, 363, 364, and 365. Each entry will contain the post-tax GTN value and the associated post-tax deduction total.

- **Program Logic Changes:**

- * In section **231000-UCRS-CHECK** each individual GTN deduction is checked for a value not equal to zero.

GTN deductions associated with GTN number 351, 352, 353, 354, 355, 361, 362, 363, 364, and 365 will be checked for values not equal to zero.

GTN deduction for GTN 227 will be removed from the checking for value not equal to zero.

- * In **33760-LIM-UCRS-EMP** Plan Totals are calculated from single or combinations of UCRS deduction totals.

Currently, DED-028, DED-029, and DED-032 are added to the total in existing Plan 3, and DED-006 is subtracted from the total in Plan 3. DED-361, DED-362, DED-363, DED-364, and DED-365 will be added to existing Plan 3, along with existing DED-028, DED-029, and DED-032, and existing DED-006 will be subtracted from the total in Plan 3.

Currently, DED-005, DED-006 and DED-227 are added to existing Plan 5. DED-351, DED-352, DED-353, DED-354, and DED-355 will be added to the total in existing Plan 5, along with existing DED-5 and DED-6. DED-227 will be removed from the total in existing Plan 5.

Plan 19 will be added, and DED-351, DED-352, DED-353, DED-354, and DED-355 will be added to the total in Plan 19.

Currently, existing DED-227 and DED-029 are added to the total in existing Plan 20. DED-361, DED-362, DED-363, DED-364, and DED-365 will be added to the total in existing Plan 20, along with existing DED-029. Existing DED-227 will be removed from the total in existing Plan 20.

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If the Deduction Code from the PAR record is equal to the buyback-pre-tax GTN value in the array BUYBACK-PRETAX-ENTRIES, the deduction from the PAR record will be added to the appropriate deduction total in the array BUYBACK-PRETAX-ENTRIES.

If the Deduction Code from the PAR record is equal to the buyback-post-tax GTN value in the array BUYBACK-POSTTAX-ENTRIES, the deduction from the PAR record will be added to the appropriate deduction total in the array BUYBACK-POSTTAX-ENTRIES.

- * In section **33160-UCRS-SET-UP-FIXED-PORT** the fixed portion of the employee's UCRS Interface record is populated with data. This section is processed only once for each unique Employee ID found on the input PAR file.

The PPPPCM Table will be accessed to get the employee's YTD Federal Withholding Taxable Gross (EDB 5502).

The PPPPAY Table will be accessed to get the employee's Prior YTD Federal Withholding Taxable Gross (EDB 0481).

- * In section **33170-WRITE-UCRS-REC** the employee's UCRS Interface record is written after the variable number of Contribution Segments have been built for each appropriate Plan Code.

Before section 33180-PLAN-CODE is performed, two Contribution Segments, each with a dummy Plan Code of '00', will be built for the first occurrence and second occurrence. The first occurrence of the Contribution Segment will contain the employee's YTD Federal Withholding Taxable Gross in the YTD Contribution field of the Contribution Segment. The second occurrence of the Contribution Segment will contain the employee's Prior YTD Federal Withholding Taxable Gross in the YTD Contribution field of the Contribution Segment. The Contribution Segment counter will be incremented by 1 for each dummy Plan Code.

- * In section **33180-PLAN-CODE** a Contribution Segment is created for each Plan Code containing a total deduction not equal to zero.

If the Plan Code being processed is a 19 or 20, new section 33182-BUYBACK-PLAN-CODE-DETAIL will be performed.

- * In section **33182-BUYBACK-PLAN-CODE-DETAIL** a Contribution Segment is created with the appropriate data for each buyback deduction not equal to zero in the array BUYBACK-PRETAX-ENTRIES, or in the array BUYBACK-POSTTAX-ENTRIES.

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Each entry containing the pre-tax-GTN and pre-tax deduction total in the array BUYBACK-PRETAX-ENTRIES (populated in paragraph 3760-LIM-UCRS-EMP) will be checked. If the pre-tax deduction total is not equal to zero in the array BUYBACK-PRETAX-ENTRIES, a Contribution Segment will be created and the BUYBACK-PRETAX-GTN value and the BUYBACK-PRETAX-GTN-AMT will be moved to the Contribution Segment, along with the other appropriate data. The Contribution Segment counter will be incremented by 1.

Each entry containing the post-tax-GTN and pre-tax deduction total in the array BUYBACK-POSTTAX-ENTRIES (populated in section 3760-LIM-UCRS-EMP) will be checked. If the post-tax deduction total is not equal to zero in the array BUYBACK-POSTTAX-ENTRIES, a Contribution Segment will be created and the BUYBACK-POSTTAX-GTN value and the BUYBACK-POSTTAX-GTN-AMT will be moved to the Contribution Segment, along with the other appropriate data. The Contribution Segment counter will be incremented by 1.

PPIIVR

This program extracts personal and benefits data from the EDB, and creates history files and update files to be used in maintaining the BenCom IVR System.

Currently, a table in the Working Storage section contains pre-defined entries for Group number, Campus GTN number, and IVR GTN number. If the GTN number is defined on this table, the deduction will be selected for reporting to the IVR system. Note that existing GTN number 029 (UCRS post-tax buyback) is defined in Group number 7.

GTN numbers 351, 352, 353, 354, 355, 361, 362, 363, 364, and 365 will be added to the above table under Group number 7.

Control Table Updates

Gross-to-Net Table

- The following ten GTN numbers will be added to the Gross-to-Net Table. GTN numbers 351 through 355 will be assigned to pre-tax buyback agreements, and GTN numbers 361 through 365 will be assigned to post-tax buyback agreements:

<u>GTN</u>	<u>Description</u>
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351	- TD BUYBACK#1 (Reduction type)
352	- TD BUYBACK#2 (Reduction type)
353	- TD BUYBACK#3 (Reduction type)
354	- TD BUYBACK#4 (Reduction type)
355	- TD BUYBACK#5 (Reduction type)

361	- NTD BUYBACK1
362	- NTD BUYBACK2
363	- NTD BUYBACK3
364	- NTD BUYBACK4
365	- NTD BUYBACK5

- The following obsolete GTN number will be deleted from the Gross-to-Net Table:

227	- Pre-tax buyback adjustments
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