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Re: Release: 1347
Service Request: 15219
Error Reports: 1729, 1733, 1736
Programs: PBBENSH, PPBENUCR, PPDOSHUP, PPDOSUT2, PPEM001, PPEM004, PPEM101, PPEXERTPT, PPEY001, PPEY101, PPEY200, PPFSSDCP (new), PPHDAUTL, PPI730, PPKEYCHD, PPNETCLC, PPNETUPD, PPNRARPT, PPP010, PPP130, PPP400, PPP430, PPP500, PPP520, PPP530, PPP851, PPPCMCHG, PPPCMFET, PPPCMUTL, PPPCMUTW, PPRCNET, PPSSTARPT, USER12
CICS Programs PPRCOPT1, PPRCOPT2, PPWIBAL
Copymembers: CPFDXCBF, CPFDXEDF, CPLNKFFSS (new), CPLNKGR1, CPLNKGRS, CPLNKHD, CPLNKNET, CPLNKSH, CPWSDOSH, CPWSDOSI, CPWSDOST, CPWSSRCPW, CPWSRPCM, CPWSX394, CPWSXCBF, CPWSXDOM, CPWSXIC2, CPWSXIC5, CPWSXIDC, CPWSXEDR, CPWSXEXP, CPWSXIVR, CPWSXNO, CPWSXPLN
Include Members: PPPVDOSH, PPPVHDA2, PPPVPCMM1, PPPVPCM2, PPPVZDOS, PPPVZPCM, PPPV-400C
DDL Members: PPPVDOSH, PPPVHDA2, PPPVPCM1, PPPVPCM2, PPPVZDOS, PPPVZPCM, PPPV-400C, TBDS00C, TBDS03A (new), TBDSOH0C, TBDSOH3A (new), TBPCOM00C, TBPCM17A (new)
Bind Members: PPFSSDCP (new), PPP400
CICS Maps PPIBAL0
Forms: UPAY650, UPAY676B
Table Updates: System Messages Table, Gross-to-Net Table, Data Element Table, Benefits Rate Table, Code Translation Table
Urgency: Date Mandated (See Timing of Installation)

Service Request 15219

The proposal for Defined Contribution Plan (DCP) contributions on Faculty Summer Salary was approved by the Regents at their November 2000 meeting. This new benefit will be effective with the summer salary payments made July 1, 2001, or later.

The fund designated by the employee for the DC Pretax Plan will be used for the Faculty Summer Salary DC Pretax. There is no provision for the employee to independently select a fund for the Faculty Summer Salary DC.
There will be both an employer and employee contribution in this program. Initially, the employer and employee contributions will each be 3.5% of the affected salary, for a total of 7.0%; however, the employer and employee contributions may be adjusted independently in future years. The employee deduction will be on a pre-tax basis.

The Internal Revenue Service code outlines statutory limits on the amount of DCP contributions that can be made in a fiscal year. These limits will need to be enforced in the system. Changes are requested such that the UCRP redirect (DCP) deductions, Safe Harbor deductions, and Summer Salary DCP deductions and contributions, are limited based on the total compensation subject to any of these deductions. Summer Salary must also be capped at the Summer Salary Compensation Limit, which is 25% of the 401(a)(17) limit. Safe Harbor salary must continue to be capped at the calendar year OASDI maximum.

Both the employee deduction and the employer contribution should appear on the SurePay statement and on the check stub.

Both the employee deduction and the employer contribution should be passed to University of California Retirement System (UCRS) on the monthly UCRS interface file from PPS (Payroll/Personnel System).

Both the employee deductions and the employer contributions should be passed to IVR on the IVR interface file whenever those values change.

Therefore, in order to implement Faculty Summer Salary DCP employer contributions and employee deductions, the service request asked that numerous enhancements be made to the Payroll/Personnel System (PPS). For a summarization of the changes required, refer to the original Service Request 15219.

An addendum dated May 5, 2001 clarifies specific requirements in the original service request that determine the 401(a)(17) limit and the Summer Salary Compensation limit. The following logic should be used to correctly handle the limits for all employees:

1. The 401(a)(17) limit should be determined by the value in EDB 0236, UCRP Covered Compensation Limit Code, together with the value of EDB 0122, Retirement System Code, as follows:

   a) If the value of EDB 0236 is ‘G’, the employee should be considered ‘grandfathered’ and the value in System Parameter 023 (currently $275,000) should be used as the 401(a)(17) limit.

   b) If the value of EDB 0236 is ‘N’, the employee should be considered ‘NOT grandfathered’ and the value in System Parameter 067 (currently $170,000) should be used as the 401(a)(17) limit.

   c) If the value of EDB 0236 is blank and the retirement code is ‘H’, the employee should be considered ‘NOT grandfathered’ and the value in System Parameter 067 (currently $170,000) should be used as the 401(a)(17) limit.

   d) If the value of EDB 0236 is blank and the retirement code is ‘P’, ‘F’, ‘S’, or ‘O’, no 401(a)(17) limit applies to the retirement gross because no DCP deductions are taken based on this gross, and high values should be used as the 401(a)(17) limit.

2. To determine the Summer Salary Compensation Limit for 1a, 1b, and 1c above by multiplying the 401(a)(17) limit by 25%. For example, $275,000 X .25 = $68,750; $170,000 X .25 = $42,500.

To determine the Summer Salary Compensation limit for PERS, OCERS, FSTRS, and SCERA employees, multiply the value in System Parameter 067 by 25%. For example, $170,000 X .25 = 42,500.

**Error Report 1729**

DDL Member PPPVZPCM that creates view PPPVZPCM_PCM is missing DB2 columns FYTD_RET_GROSS and FYTD_FWT_GROSS. To adhere to the Base standards for DDL members specific to a DB2 table, DDL Member PPPVZPCM should contain the same DB2 columns as those defined in DDL Members PPPVPCM1 and PPPVPCM2.

**Error Report 1733**
When a negative SQL Code is encountered in the program PPP500, the return code is not set properly. Thus, a misleading return code of zero (normal) is returned at the end of job processing.

Program PPP500 has been corrected to properly set the return code at the end of job when an error has occurred in DB2 processing.

**Error Report 1736**

When a call is made to the DB2 Benefits Rate Table and a negative SQLCODE is returned from DB2, the specific program Return Status Switch should be set in PPBENSH and PPBENUCR so that calling module PPNETCLC can issue the proper error message.

In addition to setting the Return Status Switch, the SQL Error Handling routine in standard copymember CPPDXP99 should be added to PPBENSH and PPBENUCR.

**Programs**

**PPBENSH**

Currently, the YTD Safe Harbor Gross (EDB 5544) is compared to the OASDI maximum from the System Parameter Table. Only those earnings under the OASDI maximum are used in the calculation of the Safe Harbor DCP deduction.

To enforce the statutory limits on the amount of DCP contributions that can be made in a fiscal year, changes have been made such that the UCRP redirect (DCP) deductions, Safe Harbor deductions, and Summer Salary DCP contributions and deductions, are limited based on the total compensation subject to any of these deductions. Thus, the amount used to calculate the Safe Harbor DCP deduction is the lesser of the Combined DCP Compensation Limit (amount remaining before employee has reached the fiscal year compensation limit from all sources), the OASDI Limit, or the Current Safe Harbor Limit (total current earnings where the DOS Code indicates the earnings are subject to OASDI).

In addition, this module has been changed to add the DB2 error handling logic which sets the DB2 Error Switch to signal the calling module of a DB2 error.

**PPBENUCRS**

Currently, this module calculates the Regular DCP Deductions.

This module has been changed to add the DB2 error handling logic which sets the DB2 Error Switch to signal the calling module of a DB2 error.

**PPDOSHUP**

This History Control Table update module to the History Control DOS Table has been modified such that the Faculty Summer Salary Indicator has been added to the group of DB2 update columns.

**PPDOSUT2**

This Control Table access module to the Control DOS Table has been modified such that the Faculty Summer Salary Indicator has been added to the group of DB2 columns.

**PPEM001, PPEM004, PPEM101, PPEXERPT, PPEY001, PPEY101, PPEY200, PHDAUTL, PPNRARPT, PPP130, PPSTARPT**

These modules have been modified to rename the appropriate “FILLER” slots in the Hours/Dollars Array (HDA) with the new EDB elements, FYTD Faculty Summer Salary (EDB 5551) and FYTD Safe Harbor Gross (EDB 5552) in the dollar portion of the HDA array. In addition, five future FILLER Grosses have been added for future expansion.

**PPFSSDCP**
This module calculates the employee’s Faculty Summer Salary Deduction and employer’s Faculty Summer Salary Contribution.

PPI730

This program has been modified such that the monthly and year-to-date Faculty Summer Salary Employee Deduction and Employer Contribution amounts are passed on the contribution segment with the appropriate DCP Plan Code.

PPKEYCHD

This Employee Key Change module has been modified such that the FYTD Faculty Summer Salary DCP Gross and FYTD Safe Harbor DCP Gross have been added to the group of DB2 update columns.

PPNETCLC

A calculation routine of ‘45’ has been added for processing deductions and contributions related to Faculty Summer Salaries.

To enforce the statutory limits on the amount of DCP contributions that can be made in a fiscal year, changes have been made such that the UCRP redirect (DCP) deductions, Safe Harbor deductions, and Summer Salary DCP contributions and deductions, are limited based on the total compensation subject to any of these deductions. Thus, the gross amounts, used to calculate the Regular DCP deduction, Faculty Summer Salary deduction, and Safe Harbor deduction, are calculated in this module.

The partial or full gross amounts used to calculate the regular DCP deduction and Faculty Summer Salary deduction are used to update the YTD Retirement Gross and FYTD Faculty Summer Salary Gross respectively. In addition, the partial or full gross amounts, for calculating the regular DCP deduction, are used to update the Current Month Retirement Gross (EDB 5520).

PPNETUPD

The partial or full gross amounts used to calculate the regular DCP deduction is used to update the Current Month Retirement Gross (EDB 5520).

PPP010

The Faculty Summer Salary Indicator has been added to the internal DOS record structure defined in working storage. An edit has been added to edit valid values of ‘N’, ‘Y’ or blank for the input Faculty Summer Salary Indicator. In addition, an edit has been added to prevent establishing a DOS code on the DOS table where the UCRS Gross indicator is not zero. When such a condition is encountered, the update is blocked, and a message ‘DOS cannot be eligible for retirement and summer salary’ is issued. The display of the Distribution Priority has been moved to below the display of the Pay Category, and the Faculty Summer Salary Indicator value is displayed where Distribution Priority used to be displayed on the PPP0101 report.

A new value of ‘S’ has been added, which identifies Faculty Summer Salary deductions, to the group of valid GTN Set Indicator values on the GTN table.

PPP400

This program has been changed such that the Current Retirement Earnings associated with a DOS Code that indicates a retirement-covered gross, are accumulated. Current Summer Salary Earnings associated with a DOS Code that indicates a summer salary earning, are accumulated. Current OASDI Earnings associated with a DOS Code that indicates the earning is subject to OASDI, are accumulated. In addition, the 401(a)(17) Grandfathered limit stored in System Parameter 023 and 401(a)(17) Not Grandfathered limit are passed to called PPNET** modules.

PPP430

This program has been modified to create two separate Fidelity DCP batches, each batch containing only Summer Salary DCP Deductions or Summer Salary DCP Contributions, during the GTN Surepay process.
PPP500

Program PPP500 has been modified to determine the total Faculty Summer Salary eligible payment gross according to DOS Priority. Payment eligibility is based on the current earnings associated with a DOS Code that indicates a summer salary earning. Additionally, PPP500 will accumulate the total of GTN 380, 381, 382, 383, 384, 385, and 386 entries processed during the month for the employee. This total represents the employee’s Faculty Summer Salary benefit that must be charged to Faculty Summer Salary eligible earnings by PPP520.

PPP520

Program PPP520 has been modified to pro-rate the Faculty Summer Salary benefit (i.e., total of GTN 381, 382, 383, 384, 385, and 386 entries) among Faculty Summer Salary eligible payments based on the data supplied by PPP500. The assessed Faculty Summer Salary benefit amount will be carried on the Expense Distribution Work (EDW) in a newly assigned benefit position.

PPP530

Program PPP530 will process the Faculty Summer Salary benefit from the employee’s EDW record and create appropriate GL Interface records to record the new benefit. For reporting purposes, the Faculty Summer Salary benefit will be consolidated on the PPP5302 report column that displays Retirement Matching benefits. Object Code totals are maintained and reported for the Faculty Summer Salary benefit at the department level.

PPP851

This program which accesses the CTL Control Tables has been modified such that the Faculty Summer Salary Indicator has been added to the group of DB2 columns associated with the DB2 DOS Control Table.

PPPCMCHG, PPPPCMFET, PPPCMUDP, PPPCMUTL, PPPCMUTW

The DB2 column names associated with data elements 5551 (YTD Faculty Summer Salary DCP Gross) and 5552 (YTD Safe Harbor DCP Gross) have been added to the existing logic.

PPRCNET

After returning from called module PPNETCLC, the actual retirement gross used in calculating the DCP Casual Deduction in module PPBENSH is moved to the print field, so that the correct Retirement Gross is printed on the PPRCAUDT1 report.

USER12

The new EDB elements, FYTD Faculty Summer Salary (EDB 5551) and FYTD Safe Harbor Gross (EDB 5552) have been added to the dollar portion of the internal HDA array. In addition, five FILLER Grosses have been added for future expansion.

CICS Programs

PPWIBAL

This screen detail program has been modified to display the FYTD Retirement Gross (EDB 5545), FYTD Faculty Summer Salary DCP Gross, and FYTD Safe Harbor DCP Gross (EDB 5552) on EDB Inquiry screen IBAL.

PPRCOPT1, PPRCOPT2

This program has been changed such that the Current Retirement Earnings associated with a DOS Code that indicates a retirement-covered gross, are accumulated. Current Summer Salary Earnings associated with a DOS Code that indicates a summer salary earning, are accumulated. Current OASDI Earnings associated with a DOS Code that indicates the earning is subject to OASDI, are accumulated. In addition, the 401(a)(17) Grandfathered limit stored in System Parameter 023 and 401(a)(17) Not Granfathered limit are passed to called PPNET** modules.
Copy Members

CPFDXCBF

This copymember provides the record layout of the Consolidated Benefit Activity record created by PPP500 and read by PPP520.

An unused area in the record has been defined to hold the total Faculty Summer Salary gross wages. In addition, ten bytes of FILLER have been added to the benefits array.

CPFDXEDF

This copymember provides the File Definition of the EDW (Expense Distribution Work file).

The maximum record size has been expanded to accommodate the new Faculty Summer Salary benefit.

CPLNKFSS

This new copymember provides the linkage between calling module and called module PPFSSDCP.

CPLNKGR1, CPLNKGRS

These copymembers provide the linkage between calling module PPRCGRSS and called modules PPGRS* modules respectively.

FYTD Faculty Summer Salary DCP Gross and FYTD Safe Harbor DCP Gross have been added to the area defined for dollar grosses.

CPLNKHDA

CPLNKHDA provides the linkage between calling programs and PPHDAUTL and contains fields for various hour and dollar totals.

It has been modified to include the new FTYD Faculty Summer Salary DCP Gross and Safe Harbor DCP Gross.

CPLNKNET

CPLNKNET provides the linkage between calling programs and PPNET* modules.

This copymember has been changed such that the Current Retirement Earnings associated with a DOS Code that indicates a retirement covered gross, Current Summer Salary Earnings associated with a DOS Code that indicates a summer salary earning, are accumulated, and Current OASDI Earnings associated with a DOS Code that indicates the earning is subject to OASDI are stored. In addition, the 401(a)(17) Grandfathered limit stored in System Parameter 023 and 401(a)(17) Not Grandfathered limit are stored.

CPLNKSH

This copymember has been modified to store the calculated DCP Casual Gross Limit, from PPNETCLC.

CPWSDOSH, CPWSDOSI, CPWSDOST, CPWSXDOS

These copymembers have been modified to include the Faculty Summer Salary Indicator.

CPWSRCPW
A total of 35 bytes (Five bytes for Faculty Salary DCP Gross, five bytes for FYTD Safe Harbor DCP Gross, and twenty bytes for future expansion) have been added to area defined for the dollar grosses.

**CPWSRPCM**

This copymember defines the COBOL fields associated with the PPPCM Table.

FYTD Faculty Summer Salary DCP Gross and FYTD Safe Harbor DCP Gross have been added to this copymember.

**CPWSX394**

This copymember has been modified such that the OCCURS of the Dollar Array has been increased to 57.

**CPWSXCBF**

This copymember has been modified such that the Highest Distribution Priority Faculty Summer Salary Indicator and Highest Priority Faculty Summer Salary Gross have been added.

**CPWSXIC2**

The OCCURS associated with the maximum number of Dollar Grosses has been increased to 57. Data element descriptions for FYTD Faculty Summer Salary DCP Gross and FYTD Safe harbor DCP Gross have been added. In addition, five FILLER Grosses have been added for future expansion.

**CPWSXIC5**

The new Faculty Summer Salary benefit has been added to the Benefits Code Array, and the number of Benefit Codes has been increased to 30. In addition, the Benefit Count has been increased to 23 to synchronize with the Benefit Count currently defined in copymember CPWSXEDR.

**CPWSXIDC**

The OCCURS associated with the maximum number of Dollar Grosses has been increased to 57. Data element descriptions for FYTD Faculty Summer Salary DCP Gross and FYTD Safe harbor DCP Gross have been added. In addition, five FILLER Grosses have been added for future expansion.

**CPWSXEDR**

This copymember has been modified such that the Benefit Amounts Array has been increased to 23. The Faculty Summer Salary DCP benefit has been added to the Benefit Amount Array.

**CPWSXEXP**

This copymember has been modified to add the Faculty Summer Salary DCP benefit to the Type 2 Expense Distribution Work (EDW) record.

**CPWSXIVR**

This copymember has been modified such that GTN numbers 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, and 393 are added to GTN Group 3.

**CPWSXNGO**

The GTN numbers 380 and 387 related to the Fidelity Faculty Summer Salary DCP have been added to the list of GTN numbers for the Sure Pay File.
The following GTN deduction and contribution numbers have been added and linked to the existing bank which handles the Fidelity account:

- GTN 380 Link Organization value of ‘7’
- GTN 387 Link Organization value of ‘6’

**CPWSXPLN**

Currently, this copymember contains the list of GTN Numbers associated with a particular DCP Plan Code. A maximum of two Payroll GTN Numbers is associated with a particular DCP Plan Code.

The Faculty Summer Salary DCP Deduction and Contribution GTN Numbers associated with a DCP Plan Code have been added to this table. In addition, the table has been restructured where a maximum of three Payroll GTN Numbers will be associated with a particular DCP Plan Code.

**Include Members**

**PPP VHDA2, PPPVPCM1, PPPVPCM2, PPPVZPCM**

These Include members have been modified to include the FYTD Faculty Summer Salary DCP Gross and FYTD Safe Harbor Gross.

**PPP V400C**

This Include member has been modified to include the FYTD Faculty Summer Salary DCP Gross.

**PPPVDOSH, PPPVZDOS**

These Include members have been modified to include the Faculty Summer Salary Indicator.

**DDL Members**

**PPP VHDA2, PPPVPCM1, PPPVPCM2, PPPVZPCM**

These DDL members have been modified to include the FYTD Faculty Summer Salary DCP Gross and FYTD Safe Harbor Gross in the appropriate table views.

**PPP V400C**

This DDL member has been modified to include the FYTD Faculty Summer Salary DCP Gross in the appropriate table view.

**PPPVDOSH, PPPVZDOS**

These DDL members have been modified to include the Faculty Summer Salary Indicator in the appropriate table views.

**TBDOS00C**

This DDL member creates the PPPDOS Table.

The column DOS_FCSS_IND has been added to the DB2 CREATE statement.

**TBDOS03A**

This DDL member adds the column DOS_FCSS_IND to table PPPDOS via an ALTER statement.

**TBDOSH0C**
This DDL member creates the PPPDOSH Table.
The column DOS_FCSS_IND has been added to the DB2 CREATE statement.

**TBDOSH3A**

This DDL member adds the column DOS_FCSS_IND to table PPPDOSH via an ALTER statement.

**TBPCM00C**

This DDL member creates the PPPPCM Table.
The DB2 columns FTD_FCSS_DCP_GROSS and FTD_SFHR_DCP_GROSS have been added to the DB2 CREATE statement.

**TBPCM17A**

This DDL member adds the columns FTD_FCSS_DCP_GROSS and FTD_SFHR_DCCP_GROSS to table PPPPCM via an ALTER statement.

**Bind Members**

**PPFSSDCP**

This bind member contains the package bind statements for program PPFSSDCP.

**PPP400**

This bind member has been modified to include the program PPFSSDCP.

**CICS Maps**

**PPIBAL0**

This existing CICS Map (for screen IBAL) has been modified to include the display of the FYTD Faculty Summary Salary DCP Gross (EDB 5551), FYTD Safe Harbor DCP Gross (EDB 5552) and, FYTD Retirement Gross.

**Forms**

**UPAY650**

This existing form has been modified to include the Faculty Summer Salary Indicator in position 76.

**UPAY676B**

This existing form has been modified to include the percentages for the Faculty Summer DCP Salary Employee Deduction and Faculty Summer DCP Salary Employer Contribution on entry lines 13 and 14 respectively of the Benefits Rate Table.

**Table Updates**

**System Message Table**

New messages issued by PPP010 have been added to the System Message Table.

The update transactions in release file CARDLIB (MSGPROD) and the completed facsimile form UPAY554 sent with this release are supplied for both Test and Production.
Benefits Rate Table

New Benefits Rates of 3.5% for the Faculty Summer Salary Employee Deduction and 3.5% for the Faculty Summer Salary Employer Contribution have been added to the Benefits Rate Table.

The update transactions in release file CARDLIB(BRTPROD) and the completed facsimile form UPAY676B sent with this release are supplied for both Test and Production.

Description of Service Table

The update transactions in CARDLIB(DOSTEST) sent with this release are for test only.

Campuses must create DOS transactions to update the Faculty Summer Salary Indicator on the DOS Table for those existing DOS Codes that are associated with Faculty Summer Salary. Refer to the Installation Instructions document.

Gross-to-Net Table

New GTN numbers associated with the Faculty Summer Salary Employee Deductions and Employer Contributions have been added to the GTN Table.

The update transactions in CARDLIB(GTNTEST) sent with this release are for test only.

Use the transactions in CARDLIB(GTNPROD), or key from the provided facsimile UPAY545 form after the appropriate values are provided from your campus Payroll Manager. Campuses must replace the ‘????’ in positions 4 through 7 of the transactions with the local GTN Priority Numbers. Ask your campus Payroll Manager for the proper values.

DETPROD

New data elements 5551 and 5552 have been added to the Data Element table. In addition, five FILLER data elements (5553, 5554, 5555, 5556, and 5557) have been added for future usage.

Use the transactions in CARDLIB(DETPROD), or key from the provided facsimile UPAY553 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

CTTPROD

New data elements 380 through 393 inclusive with its associated descriptions have been added to the Code Translation Table.

Use the transactions in CARDLIB(CTTPROD), or key from the provided facsimile UPAY814 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

JCL Changes

- PPP390

  The output record length (LRECL) associated with DD name of COM3940 has been increased from 1200 to 1270.

  Sample JCL is included in PAYDIST.R1347.JCL.

- PPP500

  The JCL that executes program PPP500 has been modified to reflect the new Consolidated Benefit File (CBF) (DD Name “CONBEN”) LRECL length of 211 (the previous LRECL was 200).
Sample JCL is included in PAYDIST.R1347.JCL.

- **PPP520**

  The JCL that executes program PPP520 has been modified to reflect the new EDW (DD Name “EXPDIST”) LRECL length of 7668 (the previous LRECL was 7468).

  Sample JCL is included in PAYDIST.R1347.JCL.

**Test Plan**

A complete test plan is provided with this release.

**Installation Instructions**

Installation Instructions are provided as a separate document.

**Timing of Installation**

Installation of this release is *Date-Mandated*.

This release must be installed *after* all earnings with check dates issued in June have been paid and *before* the earnings with check dates issued in July, 2001.

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

Jackson Quan

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