This release addresses the following Service Request:

**Service Request 80035**

The service request reads as follows.

“As part of the “Casual Project” Service Request 15210, Release 1313, stipulated that all hours that counted for retirement service credit should be counted toward the 1,000 hours. The PPS system is counting hours for employees who are members of other retirement plans (e.g., CalPERS OCERS, FCSRS, CSTRS, SCERS) while they are working in active UC appointments. Upon rehire, the system is putting them into UCRP immediately if they already have 1,000 hours. The University still has a few hundred employees in this category.

The time worked should only be counted towards the 1,000 hours Towards Benefits Eligibility if Retirement System Code (EDB0122) is one of the following:

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blank</td>
<td>- No retirement plan</td>
</tr>
<tr>
<td>N</td>
<td>- Not eligible</td>
</tr>
<tr>
<td>H</td>
<td>- DCP Casual (Safe Harbor)</td>
</tr>
<tr>
<td>B</td>
<td>- UCRP (University of California Retirement Plan), no deduction</td>
</tr>
<tr>
<td>U</td>
<td>- UCRP (University of California Retirement Plan), deduction</td>
</tr>
<tr>
<td>1</td>
<td>- UCRP (University of California Retirement Plan), no deduction, FY limit</td>
</tr>
</tbody>
</table>
The hours counting should not start for PERS, OCERS, FCERS, and SCERA employees until they retire from their respective retirement plans and are reemployed by UC as career or limited employees. Of course, the locations would need to determine if the employee is retired from the other retirement.”

**Design**

Changes were made to the process of the accumulation of hours worked so that employees with the following Retirement System Code (EDB0122) will not have hours counted toward the 1,000 hours required for benefits eligibility.

- P  PERS
- O  OCERS
- F  FCSRS
- S  SCERA

During the analysis phase, it was noted that an employee with accumulated hours will appear on the “Employees Approaching 1000 Hours Towards Benefits Eligibility” report when a threshold is reached regardless of that employee’s retirement system code. That process has also been modified. The report will only include employees with a code equal to ‘N’ or ‘H’.

**Programs**

**PPGRSPAR**

PPGRSPAR accumulates hours worked used in determining benefits eligibility for new hires and rehires. An additional condition has been added to check the RET_ELIG_CODE (EDB0122) in PPPBEN. If it is P, O, F or S, the hours worked are NOT added into the current hours, HRS_BEN_ELIG_CUR (EDB5143) in PPPPCM.

**PPEI206**

PPEI206 generates a report of employees eligible for benefits and a report of employees approaching eligibility by comparing their accumulated hours to a system specified minimum and a specified threshold. For reporting those approaching benefits eligibility, a test of the RET_ELIG_CODE (EDB0122) in PPPBEN has been added. Only those with an eligibility code equal to N or H can appear on the “Employees Approaching 1000 Hours Towards Benefits Eligibility” report.

**Test Plan**

An installation Test Plan is provided with this release.

**Installation Instructions**

1. Install the modified COBOL sources for PPGRSPAR and PPEI206.
2. DB2 pre-compile, compile and link PPGRSPAR and PPEI206 into batch LOADLIB.
4. Campuses can replicate the test cases described in the Test Plan and perform any desired additional campus testing.
5. Place modified objects in production.
Timing of Installation

The installation of this release is Not Urgent.

This release should be installed as soon as possible to prevent the accumulation of hours toward automatic benefits for rehires that are in retirement plans, P, O, F or S and to prevent the reporting of employees on the "Employees Approaching 1000 Hours Towards Benefits Eligibility" report which do not have a retirement code equal to ‘N’ or ‘H’.

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

If there are any questions, please send electronic mail to Janet.Kennedy@ucop.edu, or call at (510) 587-6128.

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