Service Request 16982 – Student FICA 80% Process

Service Request 16982 requests modifications to PPS to restrict the student exemption from retirement, FICA, and UI coverage to those employees whose active appointment percentages are less than the threshold for at least one day of the month. The threshold is currently 80%. In addition, SR 16982 requests the partial masking of birth dates and Social Security numbers on the student FICA reports.

Employees are currently eligible for the student exception if they meet all of the following conditions:

- are not otherwise eligible for retirement code U (UCRP)
- do not have an active housestaff title (CTO is 446, interns and residents)
- are undergraduates (student status 3 or 6) and have at least the minimum number of units (PRM 071) OR
- are graduate students (student status 4 or 7) and have at least the minimum number of units (PRM 072)

This service request adds a check of the active appointment percentages for appointments which are not WOS or by-agreement. If there is at least one day in the month where the total of the percentages of the active appointments for that day is less than 80%, the student is eligible for the exception.
Programs

PPFICRET
PPFICRET derives the retirement, FICA, and UI codes. It has been modified to accumulate the appointment percentages for all appointments (that are neither WOS nor by-agreement) for each day of the selected month. If there are days with accumulated percentages *and* at least one of those days is less than 80%, the employee is eligible for the exception. The employee is also eligible if there are no days with accumulated percentages.

PPO1682A (one-time)
PPO1682A updates the EDB with revised retirement, FICA, UI, and DCP values for students who exceed the 80% appointment threshold. It will update the values directly on the EDB, and will create an EDB change file when run in UPDATE mode; it will create only the EDB change file when run in non-UPDATE (blank) mode. It can be run in non-UPDATE mode as often as needed prior to running the program in UPDATE mode.

PPP129
PPP129 produces the reports of errors in the student information interface file (SIS). It has been modified to mask the first five digits of the SSNs and the year of the birth dates with Xs.

PPP131
PPP131 produces the reports of the changes from the SIS update. It has been modified to mask the first five digits of the SSNs and the year of the birth dates with Xs.

PPP132
PPP132 produces the reports of employees whose retirement/FICA derivation indicator (DE 0238) is N. It has been modified to mask the first five digits of the SSNs and the year of the birth dates with Xs.

PPP133
PPP133 produces the reports of employees with student status codes of 5, 6, or 7 (employees who are students at another UC location). It has been modified to mask the first five digits of the SSNs and the year of the birth dates with Xs.

PPP445
PPP445 produces the reports of students approaching work study limits. It has been modified to mask the first five digits of the SSNs and the year of the birth dates with Xs.

Test Plan
A separate Test Plan document is provided with this release.

Installation Instructions
A separate Installation document is provided with this release.
Timing of Installation

The installation of this release is Date Mandated. Campuses should have the release in place and the one-time re-derivation process run prior to the compute for checks dated February 1, 2006.

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

If there are any questions, please send electronic mail to Caroline.Rider@ucop.edu, or call at (949) 837-1784.

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