Service Request: SR82976  
Name: UCRP Restart – Employer Contributions in Expense Distribution

Objectives  
Store historical UCRP employer contribution rates in the PPS. Use these historical rates in Expense Distribution.

Project Type  
PPS Modification

Requested by  
University Controllers

Project Leads / Business Analysts  
Shaun Ruiz, Payroll Coordination  
Kenneth Smith, Human Resources, ISS

Urgency  
The requested modification is urgent

Implementation Deadline  
Locations should install the changes before the first compute for June earnings.
**Background**
For prior period adjustments, the UCRP assessment is calculated in expense distribution based on rates contained in the Benefit Rate Table (BRT).

Unfortunately, historical employer rates are not stored in the BRT. If rates change mid-year, there is no way for the system to know what rates were used in prior pay periods.

Note - Historical employee rates are stored in the EDB (up to four months).

**Current Process**
Current rates are used to calculate the UCRP employer contribution for prior period adjustments.

**Proposed Process**
For prior period adjustments, the system uses rates that were in effect at the time the original transaction took place (i.e., historical rates). Historical rates will be stored with effective dates. The transaction date of a prior period adjustment will be used to determine the appropriate historical rate.

It is important to note that employer contributions assessed in expense distribution must match employer contributions contained in the STIP File.
Attachment A – Examples

Scenario I
Late pay (LX) issued to employee with a period end date of March 30, 2010. The LX transaction is processed in the MO compute with a period end date of May 31, 2010.

Question
What are the amounts of the employee and employer UCRP contributions?

Answer
In short, there would be no UCRP contributions for the employee or employer.

Instead of UCRP, the employee would make a mandatory contribution to the DCP at the applicable employee rate. The employer would not be assessed a matching UCRP contribution in expense distribution.

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<th>Line</th>
<th>Employee ID</th>
<th>Period End Date</th>
<th>DOS</th>
<th>Time</th>
<th>H%</th>
<th>Pay Rate</th>
<th>Gross</th>
<th>Matchng Contrib / FSS / SMSP</th>
</tr>
</thead>
<tbody>
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<td>123456789</td>
<td>033010</td>
<td>REG</td>
<td>1.0000</td>
<td>%</td>
<td>500000</td>
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Scenario II
Overpayment issued to an employee with a period end date of April 30, 2010. The OVPY transaction is processed in the MO compute with a period end date of June 30, 2010.

Question
What are the amounts of the employee and employer UCRP contributions?

Answer
In short, there would be no UCRP employee contribution but there would be a 2% employer contribution.

Instead of UCRP, the employee would make a mandatory contribution to the DCP at the applicable employee rate. The employer would be assessed a matching UCRP contribution in expense distribution at the rate in effect during the period the original transaction took place.

<table>
<thead>
<tr>
<th>Line</th>
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PAYROLL

REQUESTOR:
Controllers

DESCRIPTION OF REQUEST:
UCRP Restart – Employer Contributions in Expense Distribution

SYSTEM

PRODUCTION RUN

RETRIEVAL/PRODUCTION RUN

DISTRIBUTION OF OUTPUT INSTRUCTIONS (FOR RETRIEVAL REQUESTS, INCLUDE LONG TERM FILE RETENTION INSTRUCTIONS IF APPROPRIATE)

DATE RECEIVED

COMMENTS:

ESTIMATE INFORMATION

APPROVAL TO PROCEED

BASED ON ESTIMATE

SIGNATURE

UC Office of the President
Payroll Coordination
SR82976
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