BEATRICE CARDONA
WEN TANG

Re:            Release:  2090
Service Requests:  83936
Error Reports:  None
Programs:  PPGRSPAR, PPNETCLC, PPRCGRSS
Copy Members:  None
Include Members:  None
DDL Members:  None
Bind Members:  None
CICS Maps:  None
CICS Help:  None
Forms:  None
Table Updates:  None
Urgency:  Urgent (see Timing of Installation below)

This release addresses the following Service Request:

Service Request 83936
UCRP deductions and DCP deductions – Faculty Summer Salary (FSS) and Safe Harbor – are subject to specific fiscal year-to-date (FYTD) gross earnings limits established by the IRS code, 401(a)(17). Now that the UCRP deduction is no longer being redirected as a DCP deduction, the processes for enforcing the FYTD covered compensation limits in PPS need to be re-evaluated.

Currently, the earnings subject to:
- the UCRP deduction (which had previously been re-directed as a DCP deduction)
- the Faculty Summer Salary (FSS) DCP deduction
- the Safe Harbor DCP deduction

are combined for determining whether the employee’s deductions for UCRP (previously DCP), FSS, and/or Safe Harbor are to be capped. The effect noted has been to cap the UCRP deduction for some FSS earners before UCRP FYTD earnings have reached the established limits. It is also quite possible, depending how a campus academic calendar falls with respect to the Fiscal Year, that FSS deductions could be capped before FSS earning reached their respective limits. (Safe Harbor is primarily limited by the calendar year OASDI limit, which normally is more restrictive than the 401(a)(17) limit.) This Service Request asks for the earnings and limits to no longer be combined, and to be handled separately.

Programs

PPGRSPAR
PPGRSPAR is called by gross pay calculation programs to build the Payroll Audit file. It has been modified so that employees who exactly reach the UCRP covered comp limit in a compute will have the full deduction taken. It has also been modified so that the process that adjusts the monthly working grosses for employees who are exceeding (or dropping below) the covered comp limit checks the appropriate looping limit.
PPNETCLC

PPNETCLC is called by net pay calculation programs to process deductions with special calculation routines. It has been modified so that FSS is limited only by the FSS limit (25% of SYS PRM 023 or 067, as appropriate), Safe Harbor is limited in this program only by the DCP limit (SYS PRM 023 or 067, as appropriate), and UCRP is not limited further by FSS or DCP (the limit for UCRP is set by PPGRSPAR, but is adjusted as needed in PPNETCLC for interactions with non-current activity such as Rush Checks).

PPRCGRSS

PPRCGRSS calculates gross pay for online Rush Check processing. It has been modified so that employees who exactly reach the UCRP covered comp limit in a compute will have the full deduction taken. It has also been modified so that the process that adjusts the monthly working grosses for employees who are exceeding (or dropping below) the covered comp limit checks the appropriate looping limit.

Installation Instructions

COBOL Program Preparation

At UCOP, all COBOL programs pass through the DB2 pre-compiler, whether or not the program contains embedded SQL, to resolve INCLUDE references. Your site may have different requirements.

Install, compile, and link the following modified programs:

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>DB2?</th>
<th>Compile Type</th>
<th>Package Bind?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPGRSPAR</td>
<td>Yes</td>
<td>Batch</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPNETCLC</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPRCGRSS</td>
<td>Yes</td>
<td>Dual-online only</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>

Test Plan

Please refer to section 7, ‘Decouple FSS, DCP, and UCRP Compensation Limits – Unit Testing Requirements’, in the TSD.

Timing of Installation

The timing of this release is Urgent. It should be implemented as soon as possible to stop the ongoing interactions of the covered compensation limits that can result in the need for manual adjustments.

As usual, campuses are encouraged to install this release in as timely a fashion as possible.

Functional questions should be addressed to Joe Cutter at (510) 587-6483 or email Joe.Cutter@ucop.edu.

If there are any technical questions, please send electronic mail to Caroline.Rider@ucop.edu.

Caroline Rider