BEATRICE CARDONA
WEN TANG

Re: Release: 2096
Service Requests: 83846 – Phase 2A
Error Reports: None
Programs: PPEA001, PPEA002, PPEC104, PPEC106, PPEI402, PPEI720, PPEM116, PPP570
Copy Members: None
Include Members: None
DDL Members: None
Bind Members: None
CICS Maps: None
CICS Help: None
Forms: None
Table Updates: Data Element Table, Description of Service Table, Processing Group Table
Urgency: Date Mandated (see Timing of Installation below)

This release addresses the following Service Request.

**Service Request 83846**

Service Request 83846 requests changes to simplify the administration of salary bases in PPS to better align with administration of salary bases in UCPath. These changes include modifications to how the salary bases are calculated (for example, including only regular pay in the calculations, rounding rules, annualization logic) as well as changes to the timing of when salary bases are calculated (only at hire, rehire after 120 days of break in service, when salary bases are zero and for the annual Benefits Premium Audits).

Release 2096 is the second phase for SR83846. Phase 1 was released as R2087 and addressed only changes to the calculation of Basic and Supplemental Life insurance when PPP570 is run in Advance mode in December. There will be another release soon with changes to PPP570 only. If desired, you can wait and install PPP570 after that release. Future phases will address issues related to executive life salary bases and Monthly Maintenance.

**Programs**

**PPEA001**

PPEA001 performs edits and maintenance for a new hire. It has been modified to not initialize the UC-paid life insurance salary base (LIFE-UCPAIDAMT) or the executive life insurance indicator (EXEC-LIFEFLAG).
PPEA002

PPEA002 performs edits and maintenance for a rehire. It has been modified to not initialize the UC-paid life insurance salary base (LIFE-UCPAIDAMT).

PPEC104

PPEC104 performs consistency edits and maintenance on life insurance enrollment. It has been modified to allow a zero salary base for an enrollment (must have a plan and an effective date), and allow a non-zero salary base for no enrollment (where the plan and effective date are initial values); if the employee is not eligible, but is enrolled, allow the salary base to be changed.

PPEC106

PPEC106 performs consistency edits and maintenance on employee-paid disability insurance enrollment. It has been modified to allow a zero salary base for an enrollment (must have a waiting period and an effective date), and allow a non-zero salary base for no enrollment (where the waiting period and effective date are initial values); if the employee is not eligible, but is enrolled, allow the salary base to be changed.

PPEI402

PPEI402 performs maintenance on various groups of employee data. It has been modified to set the UC-paid life insurance effective date (LIFE-UCPD-EFFDATE) to initial values if the employee has no retirement plan or is in Safe Harbor, and set it to the BELI effective date (BELI-EFF-DATE) otherwise.

PPEI720

PPEI720 performs consistency edits and maintenance on various groups of employee data and the Medical Contribution Salary Bases. It has been modified to calculate the UC-paid life insurance salary base and the executive life salary base; all bases are calculated for new hires, rehires of more than 120 days since separation, and for employees with salary bases of zero; of that group, executive life is calculated (as the employee-paid life insurance base) only for employees who are eligible for executive life insurance (EXEC-LIFEPLAN is not ‘0’). The salary base calculation follows the same rules used in PPP570.

PPEM116

PPEM116 performs consistency edits and maintenance on executive life insurance fields and senior management severance pay fields. It has been modified to no longer set the executive life salary base; the call to PPEXECLF will now check just the eligibility.

PPP570

PPP570 is executed in both December and January to create the Benefits Premium Audit Report. In addition, it calculates the salary bases of various insurance benefits and generates transactions to update the appropriate salary bases of the employee in the EDB. It has been modified to include only regular pay in the salary base calculations, calculate annualized pay based on distribution percent, use academic pay basis to annualize monthly pay rates, follow consistent rounding rules and derive salary bases as done in PeopleSoft.

Table Updates

Data Element Table
Cardlib DETPROD contains an update to add the executive LI plan (EDB0356, BEN.EXEC_LIFEFLAG) as a trigger for program PPEI720.

Description of Service Table
Cardlib DOSPROD will set DOS_INS_BEN_IND to “N” for DOS code “PDW” (PDS-WOS NOT UC PAID).

Processing Group Table
Cardlib PGTPRD will remove PPEM106 (obsolete), move PPEM116 to be processed prior to PPEI720 and move PPEI505 to a group that would otherwise be empty due to the movement of PPEM116.

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>PPEA001</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEA002</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEC104</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEC106</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEI402</td>
<td>No</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEI720</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPEM116</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPP570</td>
<td>Yes</td>
<td>Batch</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

Obsolete programs

Follow local procedures for removing the following program.

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPEM106</td>
<td></td>
</tr>
</tbody>
</table>

Control Table Updates

Execute PPP004 to update the following DB2 CTL tables with release transactions:

- Description of Service Table (10) – Use the transactions in CARDLIB(DOSPROD)
- Data Element Table (06) – Use the transactions in CARDLIB(DETPROD)
- Processing Group Table (36) – Use the transactions in CARDLIB(PGTPROD)

Test Plan

Please refer to Section 7 of the Technical Specifications Document titled ‘Unit Testing Requirements’.

Timing of Installation

This release should not be installed until after the December run of the Phase 1 version of PPP570 (R2087). The timing of this release is date mandated. The PPS changes for the salary bases calculation must be implemented before the second annual update of salary bases for January 1, 2014 (the run of PPP570 in BOTH mode in early January).

As usual, campuses are encouraged to install this release in as timely a fashion as possible.
As always, these updates should be applied to production data only as approved by your campus Payroll Manager.

Functional questions regarding the annual salary base changes should be addressed to Kenneth Smith at (510) 287-3837 or Kenneth.Smith@ucop.edu.

For technical questions, please send e-mail to Mary.Meyer@ucop.edu or call (510) 987-9272.

Mary Meyer