Release 2075

Service Request 83636
Implement Post Employment Benefits New Tier

RITM0003473
2012 UCRP Calculation Error

Test Plan

June 4, 2013

Information Technology Services
Office of the President
University of California
TABLE OF CONTENTS

I. TESTING OVERVIEW ................................................................. 2
   A. Reference Documents .......................................................... 2

II. SCENARIOS ............................................................................ 3

III. SUGGESTED AREAS OF TESTING ........................................ 4
   A. Control Table Maintenance Process ....................................... 4
   B. EDB Maintenance Process ...................................................... 5
   C. Compute Process .................................................................. 5
   D. Rush Check Process .............................................................. 5
   E. Expense Distribution Process ................................................. 5
   F. Consolidated Billing Process .................................................. 5
   G. UCRS Interface Process ......................................................... 5
   H. Other Interfaces ................................................................. 6
   I. Other Reporting ............................................................... 6
   J. WEB ............................................................................. 6

I. TESTING OVERVIEW

This test plan summarizes the requirements, scenarios, changes, and suggested areas of testing to verify the correct installation of Release 2075 for SR83636 PEB UCRS New Tier 2013 and Service Now Ticket RITM0003473.

A. Reference Documents

   On the Campus Web Site (http://payroll.ucop.edu) under R2075:

II. SCENARIOS

Notes:

1. These scenarios are based on an **EFFECTIVE DATE of 07/01/2013**

2. A safety employee will remain in the Safety Tier (pre-2013 Tier) as long as he has a safety appointment.

3. **BREAK IN SERVICE**: “A member accruing service under the Current Plan Terms who terminates from University employment and is subsequently rehired on or after July 1, 2013 will not be deemed to have incurred a “break in service” (and therefore will continue to accrue service under the Current Plan Terms) if he or she returns to University employment in an eligible position before the first day of the second month following the month in which the member terminated employment.” Hire Date and BREAK IN SERVICE will affect the employee’s retirement eligibility code-

<table>
<thead>
<tr>
<th>ID</th>
<th>SCENARIO</th>
<th>EXPECTED RESULTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2.1</td>
<td>A safety employee (e.g. title codes 5313, 5323) left UC before the EFFECTIVE DATE. The employee re-entered UCRP with a non-safety appointment after EFFECTIVE DATE.</td>
<td>He will be in the new 2013 Tier.</td>
</tr>
<tr>
<td>3.2.2</td>
<td>A safety employee (e.g. title codes 5313, 5323) left UC before the EFFECTIVE DATE. The employee re-entered UCRP with a safety appointment after EFFECTIVE DATE.</td>
<td>He will be in the Safety Tier.</td>
</tr>
<tr>
<td>3.2.3</td>
<td>A safety employee (e.g. title codes 5313, 5323) left UC before the EFFECTIVE DATE. The employee re-entered UCRP with a 50% safety appointment (title code 5313) and a 50% non-safety appointment (title code 5216) a month after the EFFECTIVE DATE.</td>
<td>He will be in the Safety Tier.</td>
</tr>
<tr>
<td>3.2.4</td>
<td>An employee left UC Berkeley a few days before the EFFECTIVE DATE and joined UC San Francisco on EFFECTIVE DATE. Employee’s hire date is within the BREAK IN SERVICE period.</td>
<td>He will remain in a pre-2013 Tier (Inter-location transfer, no break in service).</td>
</tr>
<tr>
<td>3.2.5</td>
<td>An employee left UC before the EFFECTIVE DATE. The employee re-entered UCRP after EFFECTIVE DATE with a safety appointment (e.g. title codes 5313, 5323).</td>
<td>He will be in a Safety Tier. Should he move out of the safety appointment, he will be in the 2013 Tier.</td>
</tr>
<tr>
<td>3.2.6</td>
<td>An employee left UC before the EFFECTIVE DATE. The employee re-entered UCRP after the EFFECTIVE DATE with the same appointment outside the BREAK IN SERVICE period.</td>
<td>He will be in the new 2013 Tier.</td>
</tr>
</tbody>
</table>
3.2.7 An employee left UC before the **EFFECTIVE DATE**. The employee re-entered UCRP after the **EFFECTIVE DATE** with the same appointment outside the **BREAK IN SERVICE** period. He will be in the new 2013 Tier.

3.2.8 An employee hired as “Limited” before the **EFFECTIVE DATE**. The employee hits 1,000 hours and becomes career after the **EFFECTIVE DATE**. He will be in the new 2013 Tier.

3.2.9 An employee hired as career after the **EFFECTIVE DATE** is in the new 2013 Tier. They transfer to a different position. He will be in the new 2013 Tier.

3.2.10 1976 Tier Employee terminates after the **EFFECTIVE DATE** and returns to employment within the **BREAK IN SERVICE** period. For example, the employee left on 08/24/2013 and he returns 09/30/2013. They remain in 1976 Tier.

3.2.11 1976 Tier Employee terminates after the **EFFECTIVE DATE**, returns to employment outside the **BREAK IN SERVICE** period. For example, the employee left on 08/24/2013 and he returns 10/01/2013. They move to the 2013 Tier.

3.2.12 An employee who entered UCRP after the **EFFECTIVE DATE** with a Safety title moves out of that title. They change to the 2013 Tier. If they later move to a Safety title they become a Safety member again.

3.2.13 A non-eligible employee attains 1,000 hours in the month prior to **EFFECTIVE DATE**. They become eligible for UCRP on July 1, 2013 and are in the 2013 Tier.

### III. SUGGESTED AREAS OF TESTING

**A. Control Table Maintenance Process**

1. Database Changes - PPPBRF (new).
2. Database Changes - PPPBRR (added new entries 22 and 23).
4. Database Changes – PPPDET (for EDB 122, added new values ‘W’, ’A’).
5. Database Changes – PPPMSG (added new message 53609).
B. EDB Maintenance Process
   1. EDB batch entries of New Hire Employee
   2. EDB batch entries of Rehire Employee
   3. CICS entries of New Hire employee
      a. CICS transaction T001, Function ID: BUND/HIRE)
   4. CICS entries of Rehire employee
      a. CICS transaction ESEP to separate active employees
      b. CICS transaction T001, Function ID: BUND/RHIR
   5. WEB EDB new Hire employee entries
   6. WEB EDB Rehire employee entries

C. Compute Process
   1. Employees in new Retirement Plan W use 2013 PPPBRR rates for UCRP deduction (GTN 005)
   2. Employees in Retirement Plan W going over their covered compensation limit are changed to Plan 6.
   3. Employee Paid Disability rates from PPPBRF are used for employees in Plan W (GTN 325).

D. Rush Check Process
   Similar to compute process.
   New Plan code W uses 2013 rates from PPPBRR and rates from PPPBRF.

E. Expense Distribution Process
   Employees in new Retirement Plans ‘W’, ‘6’, and ‘A’ will appear in Report PPP5302 and the data files on which it is based. Matching contribution amounts will be based on the rates in PPPBRR.

F. Consolidated Billing Process
   Reports PPP5622 and PPP5623 now include employees in the new Disability Plan, as do the SBS data file on which these reports are based. For example, Report PPP5623’s Disability page (see “Liberty Mutual”) contains a new section depicting the statistics of employees in the new disability plan.

G. UCRS Interface Process
   Plan codes converted as per R08 under “Requirement” in this Test Plan.
H. Other Interfaces

SLIS interface files and CPS interface files will contain new retirement plan codes and EPD rates used are based on retirement plan code.

I. Other Reporting

On report PPP5706/PPP570, Plan W employees use rates from PPPBRF.

J. WEB

For campuses that use Web Inquiry or Update, you may want to do some hires and/or rehires.