

PeopleSoft, HCM, new hires, 'FICA status' field in Job Data Revised July 2021

The following information is provided to school districts to assist in coding the FICA Status field in the Payroll tab of Job Data page.

Employees / positions are coded for retirement on the Benefit Program Participation page in Eligibility Configuration Fields 2 and/or 4. The coding on that page is currently done by the Retirement Reporting unit for CalPERS and CalSTRS. Alternative Retirement Systems (ARS) and CalSTRS Cash Balance are handled by school districts.

When adding new hires into PeopleSoft, please follow these additional guidelines for the “FICA Status” field on “Job Data,” “Payroll” Tab:

From Human Resources (HR3): New Hires & Job Data Version 6.0 | Updated May 1, 2018

Page 16 excerpt:

FICA Status

FICA Status: This defaults to a value of Subject. Refer to the table below to make a selection.

Employee Types	FICA Status
PERS members	Subject
PERS non members	Subject
PERS non members (at an ARS district)	Medicare Only
STRS members	Medicare Only
STRS non members	Subject
STRS non members (at an ARS district)	Medicare Only
Board members (job codes 22140, 22150, 29528)	Subject
Board members (at an ARS district)	Medicare Only
Board trustee – Retired STRS (job code 19015)	Medicare Only
Lead Teacher Assistant (job code 11116) & Teacher Assistant (job code 11350)	Subject
Lead Teacher Assistant (job code 11116) & Teacher Assistant (job code 11350) – (at an ARS district)	Medicare Only
Personnel Commission Member (job code 22580)	Subject
Personnel Commission Member (job code 22580) – (at an ARS district)	Medicare Only
Retirees – ALL	Medicare Only (Retirees do not pay Social Security or ARS)
Student workers (Job Code 29530)	Exempt – This is because they are not subject to Social Security and Medicare deductions