

# PeopleSoft, HCM, new hires, 'FICA status' field in Job Data Revised January 2017

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 PERS and STRS. 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:

On the New Hires Guide: [HR3 New Hires and Job Data Guide v5.0.pdf](#)

Page 29 excerpt:

- **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
Student workers	Exempt – This is because they are not subject to Social Security and Medicare deductions
Board members	Subject
Board members (at an ARS district)	Medicare Only

Additional guidelines for positions coded “excluded” (on Eligibility Configuration 4) from Retirement provided to assist you:

Student workers (job code 29530) – Exempt

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

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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

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)