FAQs Professional Practice Plan (PPP)  
(as of 12/9/20, 1pm)

1. [12/9/20] Why are my PPP earnings paid on only one biweekly paycheck per month? Changing the pay frequency on short notice can have an immediate negative impact on personal budgeting and bill paying. To minimize disruption for employees on this short timeline, PPP earnings will continue to be paid monthly.

2. [12/9/20] Do these updates to PPP earnings affect contributions to the Oklahoma Teachers Retirement System (OTRS)? No, OTRS contributions will continue to be calculated in the same method and on the same earnings as they have been in the past.

3. [12/9/20] Do these updates to PPP earnings affect my medical insurance salary tier? No, there is no change to how the medical insurance salary tier is determined. The tier will continue to be determined from a combination of PPP and base salary.

4. [12/9/20] On my single biweekly paycheck, will I be able to see my base pay and PPP pay separated? Yes, your base pay and PPP earnings will be listed as two different line items in the earnings section of your paycheck statement.


6. [12/9/20] These updates adversely affect me. What can I do about this? University leadership is concerned about the significant change this is for some employees. They continue to review the situation and to consider approaches that will alleviate the hardships caused by this change. You may speak directly with your area’s leadership about your concerns.

7. [12/9/20] Why are these changes being made now? The university is implementing a new HR PeopleSoft system on December 30. Rebuilding the system provides the opportunity to become fully compliant with the federal compensation limits for contributions.

8. [12/9/20] When combining my base pay and PPP compensation, I earn more than the federal compensation limit for retirement contributions. How much will my 401(a) contribution be in 2021? Starting in January, the university will make 401(a) contributions for PPP earnings at the same percentage amount used for your base pay on combined earnings up to the 2021 federal compensation limit for contributions of $290,000. If your base pay contribution percentage amount was 9%, then the university would contribute 9% of $290,000, which is $26,100.

9. [12/9/20] How is the contribution percentage rate determined? The contribution rate is approved by the Board of Regents in the university’s 401(a) Defined Contribution Plan Document. Changing the contribution percentage rate would require additional review of the retirement plan document and additional approval from leadership and the Board of Regents.