Release 1188

Service Request 13218
Domestic Partner Imputed Income

DETAIL DESIGN

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Introduction

The Regents of the University of California approved the addition of adult dependent relatives, domestic partners of the same sex, and children/grandchildren of domestic partners as eligible family members of employees for Dental, Medical, and Vision insurance coverage. Employees choosing to add their domestic partners and children of domestic partners to their health benefits will have a taxable fringe benefits amount calculated and included in their Federal and State taxable grosses. In addition, the Taxable Fringe Benefits amount may affect the employees’ Old Age and Survivor Disability Insurance (OASDI) and Medicare grosses. Employees adding adult dependent relatives will not have any taxable fringe benefits added to their taxable grosses.

Service Request 13218 requests that the Payroll/Personnel System (PPS) be modified to include secondary Coverage Codes based upon an employee’s health insurance coverage excluding addition of domestic partners and children of domestic partners. The payroll computation process will use the new Coverage Codes in the determination of the taxable fringe benefits and tax insurance savings. The Payroll Audit Record processes will carry the secondary coverage basis for affected pay cycles for possible later adjustment.
Overview

Definitions

Coverage Without Domestic Partners (WOD): the coverage an employee would have for coverage without domestic partners and children and/or grandchildren of domestic partners.

Domestic Partner Imputed Income (DPI) Amount: The tax reportable difference between the University’s contribution for Dental, Medical, and Vision coverage without domestic partners and children and/or grandchildren of domestic partners, and the University’s contribution for coverage with domestic partners and children and/or grandchildren of domestic partners.

Tax Savings on Insurance Premiums (TIP): The TIP indicator code shows the insurance tax savings plan option selected by an employee. An employee may elect full participation or no participation in the TIP. Full participation (“Y”) indicates that the employee-paid premium payments for medical and dental plans will reduce the employee’s taxable gross pay. No participation (“N”) indicates the employee-paid health premiums will not reduce the employee’s taxable gross pay. Only the out-of-pocket amount the employee would pay for coverage without domestic partners and children and/or grandchildren of domestic partners can be used to reduce taxable gross.

Modifications:

1. New EDB Data
   - The employee’s YTD DPI Gross (EDB 5550 on the PPPPCM Table).
   - The employee’s WOD coverage codes. The fields will only contain non-blank data if the employee has a differing WOD.
     - Dental Coverage Without Domestic Partner (EDB 0285)
     - Medical Coverage Without Domestic Partner (EDB 0286)
     - Vision Coverage Without Domestic Partner (EDB 0287)

2. Control Table Changes
   - The values for the Relationship to the Employee that pertain to Domestic Partner (‘D’), and child of a Domestic Partner (‘K’) will be activated on the Date Element Table value/range edit for Data Element 0635.
   - The Data Element Table will be updated to include the new data elements. They are all derived by the system and will not be updateable via the EDB file batch or online file maintenance. The YTD DPI Gross may be adjustable via normal dollar adjustment transactions in the Compute.

3. EDB Maintenance Modifications
   - The coverage for Dental, Medical and Vision will be derived for Without Domestic Partner at the same time that the existing coverage codes are derived. If there is a difference, a WOD coverage code will be established on the PPPBEN table. If there is no difference, the WOD coverage code will remain or will be set to spaces.

4. EDB History
   - None of the new data elements will be maintained in History.

5. Payroll Computation Modifications
   - The compute process will be modified to detect the presence of a WOD Coverage Code. See below for a fuller discussion of the calculation logic. Some of the check advice documents will also be modified to display the WOD amounts.

6. Payroll Audit modifications
   - The Payroll Audit Record (PAR) will be modified to carry the WOD Coverage Codes.
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- A new PAR table will be created to contain the WOD coverage data for affected pay cycles.
- The Central Office IDDN screen will be modified to display the new WOD Coverage Codes if any were in effect at the time the PAR record was created from which the screen data is obtained.

New Gross-to-Net Numbers

Six new GTN (Gross-to-Net) Numbers will be established on the GTN Table. These GTN numbers will be identified in Installation Constants and will be populated and maintained automatically by system processes. Two of these new GTN numbers will be used for each of the three (Health, Dental, and Vision) insurance types applicable to Domestic Partner Imputed Income. For each insurance type, one GTN will be used for DPI calculations and one will be used for TIP calculations. The following list represents these new GTN elements:

<table>
<thead>
<tr>
<th>GTN Description</th>
<th>GTN Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>DP Medical – DPI</td>
<td>701</td>
</tr>
<tr>
<td>DP Medical – TIP</td>
<td>702</td>
</tr>
<tr>
<td>DP Dental – DPI</td>
<td>703</td>
</tr>
<tr>
<td>DP Dental – TIP</td>
<td>704</td>
</tr>
<tr>
<td>DP Vision – DPI</td>
<td>705</td>
</tr>
<tr>
<td>DP Vision – TIP</td>
<td>706</td>
</tr>
</tbody>
</table>

In attempting to understand the usage of the new GTN entries, it may be helpful to restate the meaning of the DPI and TIP components of the domestic partners function. The DP (Domestic Partner) DPI (imputed income) is the difference between the employer contribution with and without domestic partner coverage; essentially, this amount will be added to the employees taxable gross pay. The DP TIP amount, on the other hand, is the difference between the employee deduction with and without domestic partner coverage; essentially, this amount will be used to lessen that portion of the employee paid insurance premium used to reduce taxable gross. Therefore, both the DP DPI amount and the DP TIP amount act to increase the employees taxable gross pay.

Taking health insurance as an example, assume that without domestic partner coverage, the insurance premium was $300. Of this amount, 200 was the University’s contribution and 100 was the employee’s deduction. However, with domestic partner coverage the premium is now $400. Of this new amount, 275 is the University’s contribution and 125 is the employee’s share. When using this example, the calculated DP DPI amount is $75 (i.e., 275 – 200); this amount is added to the employee’s taxable grosses. Conversely, the calculated DP TIP amount is $25 (i.e., 125 – 100); this amount is used to lessen the tax reduction amount of $125 which represents the employee’s portion of the insurance premium. That is, normally, the employee may elect to reduce his/her taxable gross by the amount of his out of pocket insurance payment. However, that portion of the employee paid premium which is applicable to a domestic partner may not be used to reduce the employee’s tax liability.

The six new GTN entries, above, provide a mechanism for maintaining synchronized balances with their insurance counterparts. That is, when an Insurance deduction and/or matching contribution is suspended, the associated DPI and TIP amounts must also be calculated and suspended. Conversely, when a previously suspended insurance deduction or employer contribution is actually taken, the associated DP TIP and DPI amounts must also be released so that they may effect PAR taxable grosses and associated taxes taken.

Therefore, the primary use of these new GTN entries is to serve as a work platform within the Gross-to-Net process as well as to provide PAR audit of the Domestic Partner Imputed Income function and to provide tools for reconciliation.

All six of the new DP TIP and DPI GTN elements must be established with a GTN Priority Number which follows all Insurance type GTN’s but which comes before Tax deductions.
Note that the new DPI and TIP GTN elements will be established as employer contributions (so as not to directly affect net pay). However, these GTN elements are neither employee deductions nor employer contributions. They only represent a vehicle for maintaining consistent handling within the Gross-to-Net process. These new GTN elements are not applicable to and will be bypassed by the distribution of payroll expense.

**Compute Processing**
During the employee’s primary pay cycle, normal insurance deductions and contributions are developed and then, either taken or suspended. During these processes, the DPI and TIP amounts will be determined as follows:

Using the WOD (Without Domestic Partner) Coverage Code for the insurance type, an additional call to the insurance benefit derivation module will be made. The difference between the (employer) contributions, with and without Domestic Partner coverage, is determined to be the DPI amount. The difference between the employee deductions (with and without Domestic Partner coverage) is determined to be the TIP amount.

If the insurance deduction and contribution is “taken”, the associated DPI and TIP amounts are used to setup “G” balances for the associated new DPI and TIP GTN elements. Conversely, if the insurance deduction and contribution is “suspended”, the associated DPI and TIP amounts are used to setup Suspended balances for the associated new DPI and TIP GTN elements.

After GTN activity for Insurance types has been handled, normal processing will examine the “G” balance of subsequent priority GTN entries. For the new DPI and TIP entries, when the “G” balance is not present (i.e., zero), the GTN entry is bypassed. Otherwise, the “G” balance amount will either be added to the Taxable grosses (based on exemption statuses) when the GTN is DPI or subtracted from applicable reduction amounts (based on EDB TIP Indicator) when the GTN is TIP. Once the DPI and TIP “G” balances have been processed they are set to zero.

Each time the employee is paid, whether on cycle of off, previously Suspended GTN balances are processed prior to the current deduction. During all such times, if an Insurance type suspended deduction balance (or matching suspended contribution balance) is present, a determination is made as to whether or not it should be “taken”. If the suspended deduction or matching contribution is released (i.e., “taken”), then the associated DPI or TIP suspended balance will also be released (i.e., applied to either the Taxable grosses, when DPI, or Reduction amounts, when TIP). This release mechanism simply adds the suspended DPI (or TIP) balance to the corresponding “G” balance (the suspended balance is then set to zero). In this manner, DPI/TIP amounts will not be applied until the actual insurance premium is released.
DDL

**EDB Benefits Table (PPPBEN):**

Three new columns will be added to the PPPBEN table to contain the three Dental, Medical and Vision Coverage Codes as they would be without Domestic Partner dependents. The columns will be named DEN_COVERAGE_WODD, MED_COVERAGE_WODM and VIS_COVERAGE_WODV.

The new columns will be added to the four standard DDL members defining the table and three views:
- TBBEN00C will be modified to contain the new columns.
- PPPVBN1 will be modified to contain the new columns.
- PPPVBN2 will be modified to contain the new columns.
- PPPVZBN will be modified to contain the new columns

The new columns will be added to the following DDL members defining program specific views:
- PPPV400A will be modified to contain the new columns.

For campuses which alter tables rather than re-create them, an ALTER TABLE member will be created.
- TBBEN11A will be created to add the new columns.

**EDB Payroll Computation Table (PPPPCM):**

A new column will be added to the PPPPCM table to contain the year-to-date amount for the Domestic Partner Imputed Income. The column will be named YTD_DPI_GROSS.

The new column will be added to the four standard DDL members defining the table and three views:
- TBBPCM00C will be modified to contain the new column.
- PPPVPFCM1 will be modified to contain the new column.
- PPPVPFCM2 will be modified to contain the new column.
- PPPVZPCM will be modified to contain the new column.

The new column will be added to the following DDL members defining program specific views:
- PPPVHDA2 will be modified to contain the new column.

For campuses which alter tables rather than re-create them, an ALTER TABLE member will be created.
- TBBPCM12A will be created to add the new column.

**PAR Extended Benefits Table (PPPPEB):**

A new table will be added to the PPPPAR database for the WOD Coverage Codes.

Four new DDL members will be created to define the standard tablespace, table, index and view:
- TSPEB00C will define the tablespace.
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- TBPEB00C will define the table, with a foreign key referencing the PPPEUD table on PAY_CYCLE_END_DATE, PAY_CYCLE_CODE, EMPLOYEE_ID, RECORD_TYPE and PRI_GROSS_CTL.
- IXPEB00C will define the index based on PAY_CYCLE_END_DATE, PAY_CYCLE_CODE, EMPLOYEE_ID, RECORD_TYPE and PRI_GROSS_CTL.
- PPPVZPEB will define the standard whole table view.
Program Changes

PPBENCHG
The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table. It will be modified to process the new table columns.

PPBENFET
The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table. It will be modified to process the new table columns.

PPBENUPD
The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table. It will be modified to process the new table columns.

PPBENUT2
The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table. It will be modified to process the new table columns. It currently performs a SELECT * into a 01 level data group defined by the Include PPPVBEN1. Due to the filler added to that Include member, the SELECT will be changed to reference the specific working storage and column names.

PPBENUTW
The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table. It will be modified to process the new table columns. It currently performs an insert into the PPPBEN table from a 01 level data group defined by the Include PPPVBEN2. Due to the filler added to that Include member, the insert will be changed to reference the specific working storage table column names.

PPDB2PAR
PPDB2PAR is called by PPP465 to format the flat file PAR data into DB2 PAR rows. It will be modified to format the new PAR PPPPEB table row from the new fields on the flat file PAR. A PPPPEB row will only be created when at least one of the WOD Coverage Codes is not blank.

PPEC722
PPEC722 derives Medical Coverage. It will be modified to derive Medical Coverage Without Domestic Partner. It will be spaces unless it differs from the actual Medical Coverage. A ‘U’ will indicate a coverage level in both coverage codes. An ‘X’ will indicate a level in the actual coverage which does not exist in the WOD coverage.

For example, an employee with a child of his/her own and a domestic partner would have Family coverage, i.e. UUU. However, the coverage without the domestic partner would be Two-Party, i.e. UU. The WOD Coverage Code would be UUX. If the child were a child of the domestic partner, the WOD Coverage Code would be UXX.

PPEC723
PPEC723 derives Dental Coverage. It will be modified to derive Dental Coverage Without Domestic Partner. It will be spaces unless it differs from the actual Dental Coverage. A ‘U’ will indicate a coverage level in both coverage codes. An ‘X’ will indicate a level in the actual coverage which does not exist in the WOD coverage.

For example, an employee with a child of his/her own and a domestic partner would have Family coverage, i.e. UUU. However, the coverage without the domestic partner would be Two-Party, i.e. UU. The WOD Coverage Code would be UUX. If the child were a child of the domestic partner, the WOD Coverage Code would be UXX.
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**PPEC724**
PPEC724 derives Vision Coverage. It will be modified to derive Vision Coverage Without Domestic Partner. It will be spaces unless it differs from the actual Vision Coverage. A ‘U’ will indicate a coverage level in both coverage codes. An ‘X’ will indicate a level in the actual coverage which does not exist in the WOD coverage.

For example, an employee with a child of his/her own and a domestic partner would have Family coverage, i.e. UUU. However, the coverage without the domestic partner would be Two-Party, i.e. UU. The WOD Coverage Code would be UXU. If the child were a child of the domestic partner, the WOD Coverage Code would be UXX.

**PPEDTPDR**
PPEDTPDR performs edits required by PS, DS and RF Compute transactions. It is called by both online and batch processing. It will be modified to reject adjustments for Domestic Partner related imputed income GTN numbers (see copymember CPWSXIC2).

**PPHDAUTL**
PPHDAUTL is called to load various arrays with hours, dollars and grosses. It loads data from the PPPPCM table, among others. It will be modified to load the new YTD DPI Gross from the PPPPCM table into the array.

**PPKEYCHD**
PPKEYCHD performs key changes. It currently performs an insert into the PPPPCM table from a 01 level data group defined by the Include PPPVPCM1. Due to the filler added to that Include member, the insert will be changed to reference the specific working storage table column names.

**PPNETCLC**
PPNETCLC is a Compute module. It will be modified to calculated the imputed and TIP reduction as a result of domestic partner coverage. It will call the health benefit rate modules for the regular health coverage code and the WOD coverage code and calculate the DPI and TIP reduction by comparing the returned rates and contributions.

**PPNETDED**
PPNETDED is a Compute module. It will be modified to add halving routines for domestic partner DPI and TIP reduction amounts.

**PPNETDTK**
PPNETDTK is a Compute module. It will be modified apply TIP and DPI amounts to their respective special GTN numbers (see copymember CPWSXIC2). If any of the deduction is not taken, then the TIP amount will be suspended; otherwise, the TIP G-balance will be bumped. For DPI, if any of the matching contribution is not taken, the DPI amount will be suspended; otherwise, the DPI G-balance will be bumped.

**PPNETPDT**
PPNETPDT is a Compute module. It will be modified to zero out the domestic partner TIP amount when the deduction is taken from a pre-paid amount.

**PPNETPRE**
PPNETPRE is a Compute module. It will be modified as follows. When a prepaid deduction covers the entire suspended balance for DPI applicable insurance, the associated domestic partner TIP suspended balance will be zeroed (no reduction process is applicable). When the prepaid matching contribution covers the entire suspended balance for DPI applicable insurance, the associated DPI suspended balance will be added to the DPI G-balance (i.e., it will be issued), and the suspended TIP balance will be zeroed out.

**PPNETSMC**
PPNETSMC is a Compute module. It will be modified as follows. When the applicable suspended matching contribution is taken, the associated DPI suspended balance will also be released (i.e., moved to the DPI G-balance). When the suspended matching contribution is applied to the employee deduction, the DPI suspended balance will be moved to its domestic partner TIP counterpart, or set to zero if the entire matching contribution is taken from the employee deduction prepaid balance (i.e., employee prepays are not eligible for reduction processing).

PPNETSUS
PPNETSUS is a Compute module. It will be modified as follows. When there is net pay to cover the entire suspended balance for DPI applicable insurance, the associated TIP suspended balance will be added to the TIP G-balance for subsequent par issuance, and the suspended TIP balance is zeroed out.

PPNETUPD
PPNETUPD is a Compute module. It will be modified to add update routine "77" to update YTD domestic partners imputed income (DE 5550) with the eligible medical, dental, and vision DPI amounts. It will also zero out suspended TIP and DPI amounts on insurance de-enrollment.

PPPCMCHG
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new table columns.

PPPCMWFET
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new table columns.

PPPCMUPD
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new table columns.

PPPCMUTL
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new table columns. It currently performs a SELECT * into a 01 level data group defined by the Include PPPVPCM1. Due to the filler added to that Include member, the SELECT will be changed to reference the specific working storage and column names.

PPPCMUTW
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new table columns. It currently performs an insert into the PPPPCM table from a 01 level data group defined by the Include PPPVPCM2. Due to the filler added to that Include member, the insert will be changed to reference the specific working storage table column names.

PPP400
PPP400 is one of the Compute programs. It calls various PPNET* modules to calculate various net and gross amounts. It will be modified to support the DPI functionality of the PPNET* modules.

It will also be modified to move the three WOD Coverage Codes to the new coverage code fields on the PAR record (see copymember CPWSXPAR) for Current Pay records only (Type 85).

PPP420
PPP420 prints the paper checks and four Advice formats. Each format will be modified to include the DPI and TIP adjustment that results from WOD coverage. DPI will be displayed as part of taxable earnings. TIP will be displayed as a deduction with a negative amount in the tax deferred column to offset the actual TIP amount.
PPP440
PPP440 reads the PAR file and prints the PPP4401 report. It will be modified to process and display the three new WOD Coverage Codes from the PAR record (see copymember CPWSXPAR) and labels if they are not blank.

PPP465
PPP465 reads the PAR file and loads the DB2 PAR tables for online PAR Inquiry. It will be modified to load the new PAR PPPPEB table from the three new WOD Coverage Codes from the PAR record (see copymember CPWSXPAR) if they are not blank. The PPPPEB row will have a foreign key relating the WOD Coverage Codes to a particular PAY_CYCLE_END_DATE, PAY_CYCLE_CODE, EMPLOYEE_ID, RECORD_TYPE, and PRI_GROSS_CTL on the online PAR PPPEUD table. The actual row data will be created by PPDB2PAR, called from PPP465.

PPP470
PPP470 reads the consolidated PAR file and prints the PPP4701 report. It will be modified to process and display the three new WOD Coverage Codes from the PAR record (see copymember CPWSXPAR) and labels if they are not blank.

PPP480
PPP480 reads the consolidated PAR file and prints the PPP4801 report. It will be modified to process and display the new PAR WOD coverage codes and labels if they are not blank.

PPRCMDL2
PPRCMDL2 is one of the online Rush Check modules. It creates the Rush Pay Pay Projection document printed via the OPT2 function. It will be modified to display the new health DPI and TIP GTN amounts in a new Imputed Income section.

PPRCNET
PPRCNET is one of the online Rush Check modules. It performs some of the same functions as PPP400. It calls various PPNET* modules to calculate various net and gross amounts. It will be modified to support the DPI functionality of the PPNET* modules.

PPWIDDN
PPWIDDN is the screen processor program for the PAR Inquiry Deductions and Contributions screen. This program will be modified to access the new PPPPEB table for possible WOD Coverage Codes. Any non-blank WOD Coverage Codes will be displayed along with an appropriate label on the first line of the detail map.
One-Time Programs

PPOT1188:

This one-time program may or may not be required, depending on the timing of installation of this release relative to campus updating of the EDB with the two Relationship to the Employee values D and K.

If the changes in this release are installed prior to the addition of any Domestic Partner dependents to the PPPDEP Dependent Membership table, then a one-time will not be required to derive the WOD Coverage Codes. If File Maintenance has already allowed such updates, then a one-time program will be required to evaluate each employee’s data for possible derivation of the new fields.
Unmodified Programs

1. All the programs in PAY.BASE.COBO that contain Include members PPPVBEN1, PPPVBEN2 or PPPVZBEN, or Copymember CPWSRBEN will be evaluated for unmodified recompilation. There are 137 such Base programs.

2. All the programs in PAY.BASE.COBO that contain Include members PPPVPCM1, PPPVPCM2 or PPPVZPCM, or Copymember CPWSRPCM will be evaluated for unmodified recompilation. There are 97 such Base programs.

3. All the programs in PAY.BASE.COBO that contain Copymember CPLNKNET must be evaluated for unmodified recompilation. There are 13 such Base programs.

4. All the programs in PAY.BASE.COBO that contain Copymember CPLNKHDA will be evaluated for unmodified recompilation. There are 39 such Base programs.

5. All the programs in PAY.BASE.COBO that contain Include member PPPV400A will be evaluated for unmodified recompilation. There are 7 such Base programs.
CICS Maps

PPIDDN0:
PPIDDN0 is the map used for the PAR Inquiry Deductions and Contributions screen. The WOD Coverage Code label and data fields will be added to this map. The label values will be coded for notation purposes on the map source, however the actual value will be set by the program PPWIDDN. The label will be spaces if a WOD Coverage Code does not exist.
Include Members

Benefits Table (PPPBEN):

The three existing Include members which define the working storage for each of the three views for the PPPBEN table will be modified to contain the three new WOD Coverage Code columns. In addition, a filler field will be added to the end of the COBOL working storage definition. This will preclude the need in the future of unmodified recompiles of programs when new columns are added to the table. Some programs using SELECT * or INSERT from 01 level data groups defined by the Include members will need to be modified to reference the actual column names.

- PPPVBEN1
- PPPVBEN2
- PPPVZBEN

The following Include member for a program specific view for the PPPBEN table will be modified to contain the three new WOD Coverage Code columns.

- PPPV400A

Payroll Computation Table (PPPPCM):

The three existing Include members which define the working storage for each of the three views for the PPPPCM table will be modified to contain the new YTD DPI Gross column. In addition, a filler field will be added to the end of the COBOL working storage definition. This will preclude the need in the future of unmodified recompiles of programs when new columns are added to the table. Some programs using SELECT * or INSERT from 01 level data groups defined by the Include members will need to be modified to reference the actual column names.

- PPPVPCM1
- PPPVPCM2
- PPPVZPCM

The following Include member for a program specific view for the PPPPCM table will be modified to contain the new YTD DPI Gross column.

- PPPVHDA2

PAR Extended Benefits Table (PPPPEB):

A new Include member will be created to define the working storage for the new view created for the PPPPEB table:

- PPPVZPEB
Copymembers

CPLNKHDA:
CPLNKHDA defines the linkage between calling programs and PPHDAUTL. PPHDAUTL loads various hours, dollars and grosses into an array. The new YTD DPI Gross field will be added.

10 YTD-DPI-GROSS PIC S9(07)V99 COMP-3.

CPLNKNET:
CPLNKNET defines the linkage record between multiple PPNET* modules and PPP400 and PPRCNET. New fields will be added to provide for the DPI and TIP reduction amounts. A filler field will also be added to preclude the need of future recompiles of unmodified programs when new fields are added to the copymember.

05 KNET-DP-DOMESTIC-PARTNERS.
   10 KNET-DP-TIP-GTN PIC 9(3) COMP-3.
   10 KNET-DP-DPI-GTN PIC 9(3) COMP-3.

CPWPATBL:
CPWPATBL is used by PPP465 and PPDB2PAR to define possible online PAR rows being formatted from the PAR record. It will be modified to add the new PAR PPPPEB table which will contain the new WOD Coverage Codes.

03 WS-PEBTABLE OCCURS 0 TO 1 TIMES DEPENDING ON WS-PEB-LNGH-IND.
   05 WS-PEBTABLE-KEY.
      10 PEB-PAY-CYCLE-END-DATE PIC X(10).
      10 PEB-PAY-CYCLE-CODE PIC X(2).
      10 PEB-EMPLOYEE-ID PIC X(9).
      10 PEB-RECORD-TYPE PIC X(2).
      10 PEB-FRI-GROSS-CTL PIC X(3).
   05 WS-PEBTABLE-DATA.
      10 PEB-DEN-COVERAGE-WODD PIC X(3).
      10 PEB-MED-COVERAGE-WODM PIC X(3).
      10 PEB-VIS-COVERAGE-WODV PIC X(3).

CPWSRBEN
CPWSRBEN defines working storage for a PPPBEN table row. The three new WOD Coverage Code columns will be added. In addition, a filler field will be added that matches the filler in the Includes. This will preclude the need in the future of unmodified recompiles of programs when new columns are added to the table. Some programs using SELECT * or INSERT from 01 level data groups defined by the Include members will need to be modified to reference the actual column names.

10 DEN-COVERAGE-WODD PIC X(03).
10 MED-COVERAGE-WODM PIC X(03).
10 VIS-COVERAGE-WODV PIC X(03).
10 RBEN-FILLER PIC X(567).

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CPWSRPCM defines working storage for a PPPPCM table row. The new YTD DPI Gross column will be added. In addition, a filler field will be added that matches the filler in the Includes. This will preclude the need in the future of unmodified recompiles of programs when new columns are added to the table. Some programs using SELECT * or INSERT from 01 level data groups defined by the Include members will need to be modified to reference the actual column names.

10 YTD-DPI-GROSS PIC S9999999V99 USAGE COMP-3.
10 RPCM-FILLER PIC X(582).

CPWSXIC2:
CPWSXIC2 provides descriptions for active grosses by data element number. It will be modified to add the new YTD DPI Gross data element 5550.

10 DPI-GRS-YTD-ELMT PIC 9(4) VALUE 5550.
10 DPI-GRS-YTD-DESC PIC X(15) VALUE 'DPI GROSS YTD '.

03 GTNS-DOMESTIC-PARTNER-IMPUTED.
   05 IC2-DP-GTN-MED-DPI PIC 9(3) VALUE 701.
   05 IC2-DP-GTN-MED-TIP PIC 9(3) VALUE 702.
   05 IC2-DP-GTN-DEN-DPI PIC 9(3) VALUE 703.
   05 IC2-DP-GTN-DEN-TIP PIC 9(3) VALUE 704.
   05 IC2-DP-GTN-VIS-DPI PIC 9(3) VALUE 705.
   05 IC2-DP-GTN-VIS-TIP PIC 9(3) VALUE 706.

CPWSXPAR:
CPWSXPAR defines the Payroll Audit Record. It will be modified to include the three new WOD Coverage Codes in the fixed length portion of the record. There is sufficient filler for this, so the record length will not change. Further analysis will be required to determine if existing PAR records will need “conversion”, i.e. blanking the new field positions.

05 XPAR-DEN-COVERAGE-WODD PICTURE X(03).
05 XPAR-MED-COVERAGE-WODM PICTURE X(03).
05 XPAR-VIS-COVERAGE-WODV PICTURE X(03).
Binds

One-time Binds

PPOT1188
A Plan bind member will be created for one-time program PPOT1188, if such a one-time is required.
Table Updates

Data Element Table (PPPDET):

1. The new EDB data elements will be added. They will not be updateable via EDB File Maintenance transactions. Data Element 5550 will be adjustable via Compute Dollar Adjustment transactions.

<table>
<thead>
<tr>
<th>Element Number</th>
<th>Description</th>
<th>Table</th>
<th>Database</th>
</tr>
</thead>
<tbody>
<tr>
<td>0285</td>
<td>Dental WOD</td>
<td>PPPBEN</td>
<td>PPPEDB</td>
</tr>
<tr>
<td>0286</td>
<td>Medical WOD</td>
<td>PPPBEN</td>
<td>PPPEDB</td>
</tr>
<tr>
<td>0287</td>
<td>Vision WOD</td>
<td>PPPBEN</td>
<td>PPPEDB</td>
</tr>
<tr>
<td>5550</td>
<td>YTD DPI Gross</td>
<td>PPPPCM</td>
<td>PPPEDB</td>
</tr>
</tbody>
</table>

2. Triggers for modules PPEC722, PPEC723 and PPEC724 will be added to Data Element 0635, Dependent Relationship to Employee. This will trigger derivation of regular and WOD coverage codes by those routines whenever a relationship is updated.

3. In addition, the values for Domestic Partner (“D”) and Child of a Domestic Partner (“K”) must be activated as allowed values for Dependent Relationship to Employee (EDB 0635). These were issued as a part of Release 1182.

Gross-to-Net Table (PPPGTN):

1. Six new Gross-to-Net numbers will be added for the DPI and TIP calculations for the three health plans. Test transactions will be released but the Payroll Manager at each campus will produce the actual production transactions. The Base system will use GTN numbers 701 through 706, and these numbers are coordinated with the GTN numbers added to copymember CPWSXIC2. If a campus selects other numbers, they must adjust CPWSXIC2 accordingly.

The GTN Priority of these six new GTN entries must come after all resident reductions (i.e., GTN Type "R") but before tax deductions (i.e., GTN Group "T").

<table>
<thead>
<tr>
<th>GTN Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>701</td>
<td>Medical DPI</td>
</tr>
<tr>
<td>702</td>
<td>Medical TIP</td>
</tr>
<tr>
<td>703</td>
<td>Dental DPI</td>
</tr>
<tr>
<td>704</td>
<td>Dental TIP</td>
</tr>
<tr>
<td>705</td>
<td>Vision DPI</td>
</tr>
<tr>
<td>706</td>
<td>Vision TIP</td>
</tr>
</tbody>
</table>
Data Dictionary and Helpext

Data Dictionary:

1. The following new data elements will be defined in the EDB Data Dictionary.

<table>
<thead>
<tr>
<th>Element Number</th>
<th>Description</th>
<th>Table</th>
<th>Database</th>
</tr>
</thead>
<tbody>
<tr>
<td>0285</td>
<td>Dental WOD</td>
<td>PPPBEN</td>
<td>EDB</td>
</tr>
<tr>
<td>0286</td>
<td>Medical WOD</td>
<td>PPPBEN</td>
<td>EDB</td>
</tr>
<tr>
<td>0287</td>
<td>Vision WOD</td>
<td>PPPBEN</td>
<td>EDB</td>
</tr>
<tr>
<td>5550</td>
<td>YTD DPI Gross</td>
<td>PPPPCM</td>
<td>EDB</td>
</tr>
</tbody>
</table>

2. The following new data elements will be defined in the PAR Data Dictionary.

<table>
<thead>
<tr>
<th>Element Number</th>
<th>Description</th>
<th>Table</th>
<th>Database</th>
</tr>
</thead>
<tbody>
<tr>
<td>0285</td>
<td>Dental WOD</td>
<td>PPPPEB</td>
<td>PAR</td>
</tr>
<tr>
<td>0286</td>
<td>Medical WOD</td>
<td>PPPPEB</td>
<td>PAR</td>
</tr>
<tr>
<td>0287</td>
<td>Vision WOD</td>
<td>PPPPEB</td>
<td>PAR</td>
</tr>
</tbody>
</table>
JCL Changes

One-time JCL

PPOT1188
JCL will be created for one-time program PPOT1188, if such a one-time is required.
Attachments

Attachment A
PAR Inquiry Deductions and Contributions screen
## Deductions and Contributions

**Userid:** PAYUSR1  
**Pay Cycle:** MO  
**Processed In:** 06/30/97  
**Check Date:** 07/01/97  
**ID:** 000000001  
**Name:** PRESIDENT, EXEC  
**SSN:** 552-14-2011  
**Chan OFFICE:** Disp: 8  
**Emplmt Status:** A  
**Check No:**  
**Type:** CUR-ACTIVITY  
**PAR Control No:** 121  

<table>
<thead>
<tr>
<th>Qtr/Yr</th>
<th>GTN No</th>
<th>Description</th>
<th>Amount</th>
<th>SSC</th>
<th>BUC</th>
<th>Rep</th>
<th>SHC</th>
<th>DUC</th>
</tr>
</thead>
<tbody>
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<td>390.64</td>
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<tr>
<td></td>
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<td>134.00</td>
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<tr>
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<tr>
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<tr>
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<tr>
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<td>1.70</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**DEDUCTION SUM:** 9722.39

**Next Func:**  
**ID:**  
**Name:**  
**SSN:**  

**Pay Cycle:**  
**Check Date:**  

---

F: 1-Help  2-Browse  3-PrevMenu  4-Print  5-PrevRec  
F: 8-Forward  9-MainMenu  12-Exit