Release 1188
Service Request 13218
Domestic Partner Imputed Income

Test Plan

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BATCH

1. LOADEDDB. Load the test EDB. This EDB reflects a post B1 Compute status. It contains employees with WOD Coverage Codes and reflects activity against some of those ID’s in a B1 Compute.

2. RUN150. Load the test VSAM CTL file. This already contains the System Message Table, Data Element Table and GTN Table updates.

3. LOADCTL. Load the test version of the DB2 CTL This already contains the System Message Table, Data Element Table and GTN Table updates.

4. LOADPAR. Load the test version of the DB2 PAR.

5. RUN250A. Run PPP250 to provide a listing of the EDB. Confirm the following WOD Coverage Codes, which indicate test cases for confirming results in following jobs.


This job executes a sample Payroll Edit and Compute process. Note that this job may be re-run as long as PPP410 has not executed.

The major intent of this job is to verify that all compute related EDB fields are properly updated and that the resulting PAR output accurately reflects all pay activity.

Verification

Output reports (SYSOUT) for the job are provided for COMPUTE verification in the REPORTS dataset. It is important to verify all reports especially those involving reconciliation between Job steps.

The following sequential files are provided for comparison:

<table>
<thead>
<tr>
<th>JCL Output</th>
<th>Dataset Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>XPIAX2</td>
<td>PPP350</td>
</tr>
<tr>
<td>XCPAX2</td>
<td>PPP380</td>
</tr>
<tr>
<td>XCHG39X2</td>
<td>PPP390</td>
</tr>
<tr>
<td>XPAR39X2</td>
<td>PPP390</td>
</tr>
<tr>
<td>XCOM39X2</td>
<td>PPP390</td>
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</tbody>
</table>
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XFNPARX2 PPP400
XCHG40X2 PPP400
XCHG41X2 PPP410

Test Cases

The following test examples demonstrate some normal forms of pay activity applicable to the new domestic partner imputed income function. The PAR print program, PPP440, should be run after PPP410 using the PAR created by PPP400 (i.e., TEST.XFNPARX2) in order to verify the results of the compute process. Note that PAR at this point is complete except for the Check Number, which is inserted by PPP420 in a subsequent job (see RUN420 and RUN440). It will also be helpful to run a PPP250 EDB record display before and after the compute process for the selected test case employees. Examine the following employee activity on the PAR report, PPP4401:

Employee ID 000050038

This employee receives his normal pay and is enrolled with domestic partner coverage for medical and vision insurance.

In this case, the entire premium for medical and vision (Kaiser North and Vision) is covered by the University contribution. The difference in medical contributions with and without domestic partner coverage as identified by GTN 701 is $64.59 (i.e., KN single party coverage is 129.19 and two party coverage is 258.38; when the premium is halved for the BW compute, the difference is 64.59). This amount is the imputed income for the medical coverage and this amount will be added to the employee’s taxable grosses. Additionally, new EDB element 5550, YTD domestic partner imputed income, is incremented by the $64.59. For vision insurance, the difference in contributions with and without domestic partner coverage is zero (i.e., both single and two party coverage costs the same) so there is no imputed income for the vision coverage.

Employee ID 000050043

This employee receives his normal pay and is enrolled with domestic partner coverage for medical, dental, and vision insurance. In this case, the premium for medical (Prudential High) is split between University contribution and employee deduction. The difference in medical contributions with and without domestic partner coverage as identified by GTN 701 is $73.00. This amount is the imputed income for the medical coverage and will be added to the employee’s taxable grosses as well as EDB element 5550. The difference in medical deductions (employee) with and without domestic partner coverage as identified by GTN 702 is $317.69. This amount is the domestic partner TIP reduction and will be used to reduce the amount of insurance related
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tax reductions. For dental insurance, the entire premium is covered by the University contribution. The difference in dental contributions as identified by GTN 703 is $11.87 and will be added to taxable grosses in the same manner as medical imputed income.

Employee ID 999888051

This employee does not receive his normal pay and is enrolled with domestic partner coverage for medical and dental insurance. In this case, both premiums are covered by University contributions and both are suspended. When the EDB is examined, it will be noted the calculated PD imputed income amounts are also suspended (i.e., GTN 701 for $10.45, medical, and GTN 703 for $11.87, dental). Note that the employee also did not receive pay in his prior normal pay cycle (i.e., “B1”; examine EDB GTN balances, PPP250, prior to running this B2 compute); since the employee still did not receive pay, the prior suspended medical and dental employer contributions were changed to employee deductions. Because the premium must now be borne by the employee, these previously suspended DPI balances were converted to suspended DP TIP suspended balances so that when the employee eventually pays for the coverage, the suspended TIP balances will be used to reduce the employee’s tax eligible reductions.

Employee ID 000058888

This employee is a recent hire and has one pay cycle of Pending Premiums which is processed. The pending premium amounts (medical and dental) are processed as though taken from suspended balances. The developed DP imputed income is appropriately based on both the suspended (pending premium) amount as well as the current deduction.

Employee ID 000050001

This employee is normally paid on a monthly (MO) pay cycle but has a Cancellation entered into this B2 pay cycle in order to reverse prior activity. The GTN's 701 and 702 contained on the record reflect past domestic partner medical premium activity. The 701 amount reflects imputed income which is already factored into the taxable grosses also entered on the cancellation; therefore, no special calculations required. This GTN 701 amount will be applied to the 5550 YTD DPI balance. The 702 amount reflects the DP TIP reduction amount and is already factored into any insurance reduction amounts, which were applied to the taxable amounts from the original payment; therefore, no special calculations required.

7. RUN250B. Run PPP250 to provide a listing of the EDB after the Compute.
8. RUN420. Run PPP420 to produce paper checks and Advice report from the PAR file created by the B2 Compute. Sample output for the four Advice formats have been provided. The format created depends on the value of System Parameter 144 in the VSAM CTL. You should test all four, but should pay special attention to the locally used format.

- The output in REPORTS(PAPER) represents paper checks. The Domestic Partner DPI and TIP reduction GTN’s, numbers 701 through 706, have been excluded from this format.
- The output in REPORTS(PRM1441) represents the Advice format created when System Parameter 144 is set to 1. The Domestic Partner DPI and TIP reduction GTN’s, numbers 701 through 706, have been excluded from this format.
- The output in REPORTS(PRM1442) represents the Advice format created when System Parameter 144 is set to 2. The TIP reduction is displayed as a negative tax deferred amount. This is because it is a reduction of the original TIP amount which is inflated by the health plan coverage level which includes a domestic partner dependent. The DPI amount is displayed under the Taxable Earnings (and is already included in that amount).
- The output in REPORTS(PRM1443) represents the Advice format created when System Parameter 144 is set to 3. The TIP reduction is displayed as a negative tax deferred amount. This is because it is a reduction of the original TIP amount, which is inflated by the health plan coverage level, which includes a domestic partner dependent. The DPI amount is displayed under the Taxable Earnings (and is already included in that amount).
- The output in REPORTS(PRM1444) represents the Advice format created when System Parameter 144 is set to 4. The TIP reduction and DPI amount are displayed negative amounts as part of the Calculation of Taxable Gross Earnings. They are negative, because the display format in this Advice section implies subtraction from Gross Earnings, and since these amounts increase taxable earnings, the double negative creates the proper result of addition.

9. RUN440. Run PPP440 using the B2 Compute PAR file to produce the Payroll Audit Record Report. Employees with a BW Pay Schedule or with transaction activity in the Compute appear on this report. Any such employee that appears on the WOD Coverage Code list above should display the appropriate values on this report. Only non-blank WOD codes are displayed. See Employee ID 000050043 for one example of all three.

10. RUN470. Run PPP470 using the B2 Compute PAR file to produce the Record of Earnings report. Employees with a BW Pay Schedule or with transaction activity in the Compute appear on this report. Any such employee that appears on the WOD Coverage Code list above should display the appropriate values on this report. Only non-blank WOD codes are displayed. See Employee ID 000050043 for one example of all three.

11. RUN480. Run PPP480 using the B2 Compute PAR file to produce the Record of Earnings report. Employees with a BW Pay Schedule or with transaction activity in the Compute
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appear on this report. Any such employee that appears on the WOD Coverage Code list above should display the appropriate values on this report. Only non-blank WOD codes are displayed. See Employee ID 000050043 for one example of all three.

12. RUN465. Run PPP465 using the B2 Compute PAR file to update the DB2 PAR. The new PPPPEB table should be updated for those employees on the PAR file with non-blank WOD Coverage Codes. See the online test below for function IDDN to confirm the online data. Confirm that the PPP4651 report reflects the load count for the PPPPEB table.

13. RUNOT. The one-time program can be run in non-update and update mode; a report is generated in either mode. Run the one-time program in non-update mode.

The one-time report shows the projected updates. It should display any employee that has at least one WOD Coverage Code derived. A WOD Coverage Code is non-blank only when the inclusion of domestic partner and/or domestic partner children/grandchildren results in a coverage level different than the actual coverage. For example, if an employee has a domestic partner and three children of the employee covered, the domestic partner does not affect the coverage level, as it would be UUU anyway. In such a case the WOD Coverage Code would be blank. However, if the employee had a domestic partner and one child of the employee covered, the effect of the domestic partner is to increase the coverage level from UU to UUU. In such a case the WOD Coverage Code would be UUX. The X indicates a level of coverage resulting from inclusion of the domestic partner. The results on the report for WOD Coverage Codes should match the original EDB WOD Coverage Codes (which were generated on the test EDB through the new modified file maintenance for domestic partners).

14. RUNOTU. Run the one-time program in update mode.

The first step in this job is a SPUFI step to list all the WOD Coverage Codes on the EDB for employees with domestic partner dependents (i.e. with a Relationship to Employee Code of D or K). It then sets all the WOD Coverage Codes on the EDB to blank to trigger full EDB update and ECF creation in the one-time update process.

The report should be exactly the same as when run in non-update mode.

The PPP1800 report should show changes consistent with the report.

The final SPUFI step shows the results on the EDB, which should match exactly what we started with before blanking out the codes.

THIS COMPLETES THE BATCH TEST
ONLINE

This confirms that the WOD Coverage Codes are being derived by file maintenance, that the IDDN screen works and the modified PAR file was loaded, and that Rush Check projection displays the new DPI and TIP reduction amounts appropriately.

1. Logon to CICS and access the main PPS menu.

Result: The Online Applications Main Menu screen appears.

2. Enter EDEP in NextFunc and ID 000050016, and press Enter.

Result: The Dependent Data screen appears showing a spouse and two child dependents for this employee.

3. Change the Relationship to Employee for the spouse to D, and put an * in the Legal Coverage Effective Date (domestic partners are not eligible for Legal coverage) and press PF5 for Update.

Result: The ECON screen appears with the message 08535 “Domestic partner of the opposite sex not allowed”.


Result: The EDEP screen returns with message U0007 “Update process complete”.

5. The WOD Coverage Codes are not displayed on any EDB screen. To confirm the results you can either use a tool such as SPUFI or FileAid for DB2.

   Or, online, you can use the ELEM function. Enter ELEM in NextFunc, and press Enter. When the Data Element Display screen appears, enter the three data element numbers 0285, 0286 and 0287 for the Dental, Medical and Vision WOD Coverage Codes and press Enter.

Result: The code values should all be blank because the two children already cause a UUU coverage, and since the domestic partner does not influence the coverage level, there is no WOD Coverage Code.

6. Enter EDEP in NextFunc, and press Enter.
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Result: The Dependent Data screen re-appears showing the domestic partner and two child dependents for employee 000050016.

7. Change the Relationship to Employee for one of the children K, and an * in the Legal Coverage Effective Date, and press PF5 for Update.

Result: The EDEP screen returns with message U0007 “Update process complete”.

8. Again, to confirm the results you can access the ELEM screen and enter the three data element numbers 0285, 0286 and 0287 for the Dental, Medical and Vision WOD Coverage Codes. This time the code values should all be UUX because the one child of the employee would only result in UU coverage. The Family coverage level is affected by the domestic partner and/or the domestic partner child.

You can repeat the EDEP/ELEM process as many times as you wish to test various combinations. You can confirm that enrollment in one health plan, e.g. medical, does not affect WOD coverage level in another plan, e.g. dental, if the domestic partner is not covered for that plan.

Edits for domestic partners issued in earlier release should be in place, and can be tested. For example, one cannot have domestic partner and a spouse covered at the same time, the domestic partner must be same sex, etc.

9. Enter IDDN in NextFunc, and press Enter.

Result: The IDDN PAR Deduction/Contribution screen appears for the most recent PAR record, which should be the loaded data from the batch B2 Compute. Although we have just added WOD Coverage Codes to the EDB for this employee, none were in effect during the Compute process. Thus, WOD Coverage Codes do not appear.

10. Enter ID 000050043, and press Enter.

11. Result: The IDDN Deduction/Contribution screen appears for the most recent PAR record, which should be the loaded data from the batch B2 Compute. This ID did have WOD Coverage Code, as we saw in the PPP4401 report. Confirm that the WOD Coverage Codes and field labels appear.

12. Enter SPCL in NextFunc, and press Enter.

Result: The Special Processes Transaction Menu appears.
13. Enter OPT2 in NextFunc and ID 0000500043, and press Enter.

Result: The Rush Check Opt2 Employee Data screen appears.

14. Press PF11 to go to the NextFunc.

Result: The Rush Check Opt2 Earns & Deds screen appears.

15. Move the cursor to the first transaction line and enter M, REG, 030000, and 100000 in the cycle, DOS Code, time and payrate fields. Press PF5 to update.

Result: The Rush Check Prospective Advice screen appears with message P0419 “Prospective Advice Model transaction successfully processed”. The DP MED DPI, DP MED TIP and DP DNTL DPI amounts should appear under Contributions (they appear as “contributions” due to the way the domestic partner GTN’s are used by the compute process, i.e. the PPNET* modules).

16. To print the report, enter Y in the Print Advice (Y/N) field, and press PF5.

Result: The Rush Check OPT2 Employee Data screen reappears with message P0418 “Prospective Advice Model sent to printer”.

Obtain the report from the printer and confirm the display of the DPI and TIP fields. The DPI amounts should be displayed under Taxable Earnings, with the notation that they are “included in taxable earnings” after the amount. The TIP reduction amount should appear as a negative amount in the Amount Tax-Deferred column, and should affect the total tax deferred amount. The Gross Pay, minus the total Amount Tax Deferred, plus the DPI amounts should equal the Taxable Earnings amount.

THIS COMPLETES THE ONLINE TEST