Service Request 15210
Expanded Benefits Eligibility for Employees

Detail Design

Document Number DETAIL
11/14/00 12:35 PM
Phillip Thompson

Information Systems & Computing
Office of the President
University of California
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTRODUCTION</td>
<td>2</td>
</tr>
<tr>
<td>OVERVIEW</td>
<td>3</td>
</tr>
<tr>
<td>DDL MEMBERS FOR DB2 CHANGES</td>
<td>4</td>
</tr>
<tr>
<td>PROGRAMS</td>
<td>5</td>
</tr>
<tr>
<td>INCLUDE MEMBERS</td>
<td>13</td>
</tr>
<tr>
<td>CICS MAPS</td>
<td>22</td>
</tr>
<tr>
<td>BINDS</td>
<td>23</td>
</tr>
<tr>
<td>TABLE UPDATES</td>
<td>24</td>
</tr>
<tr>
<td>JCL</td>
<td>27</td>
</tr>
</tbody>
</table>
Introduction

University of California, Human Resources and Benefits department, is modifying the eligibility rules for UCRP membership and, because eligibility for health and welfare benefits is based in part on UCRP membership, this proposed Plan change would also result in an expansion of health and welfare eligibility for employees affected by the retirement change. Effective January 1, 2001, in addition to the current conditions of eligibility based on the percent time and duration of the employee’s appointment, an employee may alternately qualify for UCRP membership and initial health and welfare eligibility by accruing 1000 eligible hours on pay status in a consecutive 12 month period. Employees currently restricted from UCRP membership for other defined reasons, such as student status or per diem appointments will continue to be ineligible.

For a further overview of the this project see the *Expanded Benefits Eligibility for Employees PPS Requirements* document available at the Campus Payroll Maintenance web site prior to release. It can be obtained at the release document site after release.
Overview

In order to implement the revised policies and regulations regarding eligibility of employees for retirement and health and welfare benefits, numerous enhancements will be made to the Payroll/Personnel System (PPS). The changes are summarized in the following list. Detailed specifications are provided in the subsequent sections of this document.

1. New Employee Database (EDB) data elements will be added to hold the current month's, each of the prior 12 month's, and the twelve month total of hours toward benefits eligibility.
   A new value will be supported for the existing data element 'Retirement/FICA Derivation Indicator' to identify rehired annuitants who waive UCRP participation.

2. A mechanism for identifying the minimum number of hours required for retirement and health and welfare eligibility and a reporting threshold will be provided in PPS.

3. The Compute process will be modified to collect the employee's eligible hours into the appropriate monthly buckets.

4. EDB Monthly Maintenance will need several enhancements:
   a. It will be modified to 'roll' the current month's hours into the appropriate monthly bucket and calculate the total for the prior 12 months.
   b. It will determine if the employee has reached the required number of hours for UCRP Eligibility, and if so, set the Retirement Code and FICA Eligibility Code appropriately.
   c. It will determine if the employee is eligible for benefits, and if so, set the BELI and enroll the employee in default plans.
   d. A Period of Initial Eligibility End Date will be derived for employees who are newly eligible for benefits because the required number of eligible hours has been achieved.

5. EDB Explicit Maintenance will need the following enhancement:
   When an employee is rehired, the system will examine the new Hours Toward Benefits Eligibility data elements and determine how many hours the employee worked in the 12-month period prior to the month of rehire. If the numbers of hours equals or exceeds the minimum required hours for benefits eligibility, and the employee is otherwise eligible, the employee's record should indicate retirement and FICA eligibility, and eligibility for career-level health and welfare benefits.

6. The History data capture process will be modified. The new data element 'Total Hours Toward Benefits Eligibility' should be added to the history database (HDB). It should be captured in the monthly periodic History run.

7. Reports will be provided to identify employees who achieved the 1000 eligible hours and were put into UCRP, and also to identify employees approaching the number of hours that will qualify them for UCRP and benefits eligibility.

8. On-line screens will need to be modified to display the data in the Hours Toward Benefits Eligibility buckets.
DDL Members for DB2 Changes

Payroll Computation Table (PPPPCM):

Fourteen new columns will be added that contain the Hours Toward Benefits Eligibility for the last twelve months, one for the current month, and a total of the twelve months.

The standard EDB DDL members defining the table and three Views for the PPPPCM table will be modified.
- TBPCM00C
- PPPVZPCM
- PPPVPCM1
- PPPVPCM2

One DDL member defining a program specific View for the PPPPCM table will be modified.
- PPPVHDA2

For campuses which alter tables rather than re-create them, a new ALTER TABLE member will be created to add the new columns.
- TBPCM15A.

<table>
<thead>
<tr>
<th>Column Name</th>
<th>Type</th>
<th>Constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRS_BEN_ELIG_TOT</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_CUR</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_01</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_02</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_03</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_04</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_05</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_06</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_07</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_08</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_09</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_10</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_11</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_12</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
</tbody>
</table>

History Monthly Table (PPPMTH):

A new column, and its change flag column, will be added to contain the Total Hours Toward Benefits Eligibility for the last twelve months. It will be updated from the new Total Hours Toward Benefits Eligibility column added to the PPPPCM table.

The standard HDB DDL members defining the table and two Views for the PPPMTH table will be modified.
- TBMTH00C
- PPPVZMTH
- PPPVMTH1

For campuses which alter tables rather than re-create them, a new ALTER TABLE member will be created to add the new columns.
- TBMTH01A.

<table>
<thead>
<tr>
<th>Column Name</th>
<th>Type</th>
<th>Constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRS_BEN_ELIG_TOT</td>
<td>DECIMAL(9,2)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
<tr>
<td>HRS_BEN_ELIG_TOT_C</td>
<td>CHAR(1)</td>
<td>NOT NULL WITH DEFAULT;</td>
</tr>
</tbody>
</table>
Programs

PPEC101
PPEC101 perform various Retirement Code consistency edits. Previously, the Retirement Code could not be spaces if the Retirement/FICA Derivation Indicator was N.

PPEC101 will be modified to also disallow a blank Retirement Code when the Retirement/FICA Derivation Indicator is R (rehired annuitant). The message text for message 08-384 will be modified.

PPEI205
PPEI205 calls PPFICRET to derive Retirement Code and FICA Eligibility Code.

PPEI205 is executed unconditionally during PPP130 Monthly Periodic Maintenance, and conditionally during explicit EDB maintenance when trigger I205 is on. Action Codes 01 (Hire) and 02 (Rehire) set I205 on, among others.

It currently calls PPFICRET during Monthly Periodic Maintenance if program PPCB01 has identified an appointment beginning or ending in the new month, or if the Retirement/FICA Derivation Indicator indicates a pending Rehire for which derivation was deferred. It currently calls PPFICRET unconditionally during explicit EDB maintenance, presuming the I205 trigger is on.

PPEI205 will be modified to also call PPFICRET during Monthly Periodic Maintenance if the Total Hours Toward Benefits Eligibility has achieved the minimum required, as defined by System Parameter 080.

During Monthly Periodic Maintenance PPEI205 executes after PPEM005 (on the Base PGT) which will update the Total Hours Toward Benefits Eligibility. PPEM005 will set HRS-BEN-ELIG-ACHIEVED in CPWSSWCH to true when appropriate.

During explicit maintenance PPEI205 will be modified to also call PPFICRET during Monthly Periodic Maintenance if the Total Hours Toward Benefits Eligibility must be performed in PPEI205. Code will be added to access System Parameters 080 and 081 the first time PPEI205 is called. System Parameter 080 will define the minimum number of hours required for benefits eligibility. System Parameter 081 will define a reporting threshold prior to achievement of eligibility. A threshold reporting value will be calculated as the value of System Parameter 080 minus the value of System Parameter 081. PHDAULT-INTERFACT EXTERNAL defined by copymember CPLNKHDA will be added to PPEI205 so that the Total Hours Toward Benefits Eligibility carried from column HRS-BEN-ELIG-TOT can be accessed. If HRS-BEN-ELIG-TOT is equal to or greater than System Parameter 080, HRS-BEN-ELIG-ACHIEVED will be set to true.

For both Monthly Periodic Maintenance and explicit maintenance, if HRS-BEN-ELIG-ACHIEVED is true, new 88 value PPFICRET-HRS-BEN-ELIG-ACHIEVED (see copymember CPLNKFIC) will be set to true. PPFICRET will be called for possible Retirement and FICA derivation.

If PPFICRET is called, it will pass back the new field PPFICRET-BEN-ELIG-DERIVE-SW (see copymember CPLNKFIC) which will indicate whether or not UCRP enrollment occurred due to achieving the 1000 hour limit. If it has, new 88 value PPFICRET-BEN-ELIG-U-DERIVED will have been set to true in PPFICRET. If so, PPEI205 will set HRS-BEN-UCRP-ENROLLED in CPWSSWCH to true.

If UCRP enrollment occurred for any reason during Monthly Periodic Maintenance, new Action Code 22 will be established.

If the value of HRS-BEN-ELIG-ACHIEVED is not true, but HRS-BEN-ELIG-TOT is equal to or greater than the calculated reporting threshold value, the new 88 value HRS-BEN-ELIG-THRESHOLD in CPWSSWCH will be set to true. PPFICRET will not be called.
PPEI206(new)
PPEI206 will be a new program which will perform implied maintenance for medical, dental and vision benefits enrollment for employees who were enrolled in UCRP due to achievement of Hours Toward Benefits Eligibility. It will also call new program PPELGRPT to report those employees who have been enrolled, or who have not been enrolled but who have achieved the threshold for reporting. The program will be added to EDB Maintenance Processing Group Table to execute after PPEI205. For reporting purposes it must also execute after PPEM111 which derives the Derived BELI Indicator, as it will per the Base Process Group Table.

XCSS-COMMON-SYSTEM-SWITCHES will be defined as an EXTERNAL with copymember CPWSSWCH so that the new 88 values HRS-BEN-ELIG-NOT-ACHIEVED, HRS-BEN-ELIG-ACHIEVED, HRS-BEN-ELIG-THRESHOLD and HRS-BEN-UCRP-ENROLLED can be accessed.

If HRS-BEN-ELIG-NOT-ACHIEVED is true, nothing will happen.

If HRS-BEN-ELIG-ACHIEVED is true, but HRS-BEN-UCRP-ENROLLED is not true, i.e. enrollment did not occur, nothing will happen.

If HRS-BEN-UCRP-ENROLLED is true, but the BELI code is already 1, HRS-BEN-ALREADY-BELI-1 will be set to true, and enrollment in benefits will not happen.

If the BELI Indicator is already 1, the enrollment will not be performed.

DE0360 BELI code will be set to 1.
DE0341 BELI Effective Date will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE.
DE0183 BELI Change Date will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE.
DE0001 Action Code will be set to 22 and the Action Date will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE.

If the Medical Plan Code is blank, XD or XC; or the Medical Coverage End Date is less than the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE:
DE0292 Medical Plan Code will be set to DM
DE0293 Medical Coverage Code will be set to U
DE0294 Medical PCED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE
DE0454 Medical ECED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE
DE0300 Medical Coverage End Date will be set to initial value 0001-01-01
DE0377 Medical Opt Out Indicator will be set to blank

If the Dental Plan Code is blank, XD or XC; or the Dental Coverage End Date is less than the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE:
DE0272 Dental Plan Code will be set to DD
DE0273 Dental Coverage Code will be set to U
DE0274 Dental PCED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE
DE0455 Dental ECED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE
DE0271 Dental Coverage End Date will be set to initial value 0001-01-01
DE0378 Dental Opt Out Indicator will be set to blank

If the Vision Plan Code is blank or XD (XC intentionally excluded from this logic); or the Vision Coverage End Date is less than the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISO-FIRST-OF-MONTH-DATE:
DE0347 Vision Plan Code will be set to DV
Expanded Benefits Eligibility for Employees

Detail Design

11/14/00 12:35 PM

DE0348 Vision Coverage Code will be set to U
DE0349 Vision PCED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISOFIRST-OF-MONTH-DATE
DE0456 Vision ECED will be set to the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISOFIRST-OF-MONTH-DATE
DE0346 Vision Coverage End Date will be set to initial value 0001-01-01
DE0379 Vision Opt Out Indicator will be set to blank
DE0751 Period of Initial Eligibility (PIE) Date will be set to a date 30 days after the first of the month being started by PPP130 Monthly Periodic Maintenance, defined in XDTS-ISOFIRST-OF-MONTH-DATE.

If the Retirement Eligibility Code was changed from H or N to U:
DE0129 DCP Plan Code will be set to S if it is not already S.

If HRS-BEN-UCRP-ENROLLED is true, then PPELGRPT-HRS-BEN-ELIG-ENROLLED (see new copymember CPLNKELG) will be set to true and new program PPELGRPT will be called to create a report record.

If HRS-BEN-ELIG-THRESHOLD is true, then further evaluation of criteria will occur.
If the Employee Status is S, then threshold reporting will not occur.
If the Retirement/FICA Derivation Indicator is N or R, then threshold reporting will not occur.
If the Retirement Code is not H or N, then threshold reporting will not occur.
If there is not at least one current appointment that is not Appointment Type 4 or 6, then threshold reporting will not occur.
If nothing precludes threshold reporting, PPELGRPT-HRS-BEN-ELIG-THRESHLD (see new copymember CPLNKELG) will be set to true and new program PPELGRPT will be called to create a report record.

PPEI720
PPEI720 performs implied maintenance to perform salary base derivation for Employee Paid Disability (EPD) and Employee Paid Group Life insurance.

PPEI720 is executed unconditionally during PPP130 Monthly Periodic Maintenance, and conditionally during explicit EDB maintenance when trigger I 720 is on. BELI Indicator (DE 0360) changes sets I720 on, among others.

It currently performs salary base calculation in Monthly Periodic Maintenance if program PPCB01 has identified an appointment beginning or ending in the new month. PPEI720 will be modified to also perform salary base calculation during Monthly Periodic Maintenance if enrollment in UCRP occurred due to achieving the necessary Hours Toward Benefits Eligibility. It will determine this by checking if HRS-BEN-UCRP-ENROLLED is true.

PPELGRPT(new)
PPELGRPT will be a new program which will be called during monthly periodic maintenance to write records for the two reports of employees enrolled in benefits and employees approaching benefits eligibility. See Attachments D and E.

The program will have three functions, defined in new copymember CPLNKELG. It will be called from PPP130 to OPEN and CLOSE the report record file. It will be called from PPEI206 to WRITE to the report record file.

The report record file will eventually be read by new program PPP138.

The PPELGRPT-ELIGIBILITY value will be set in PPEI206. In PPELGRPT if PPELGRPT-HRS-BEN-ELIG-ENROLLED is true, then XELG-REPORT-ENROLLED is set to true (see new copymember CPWSXELG). Otherwise, XELG-REPORT-THRESHOLD is set to true. The report key will be used in new program PPP138 to write the record to the appropriate report.
PER-ROW, BEN-ROW, SAVE-BEN-ROW, PAY-ROW, SAVE-PAY-ROW, BEL-ROW, SAVE-BEL-ROW and PCM-ROW will be defined as EXTERNAL’s and will serve as the sources for the report record data. The SAVE rows will be the source for prior values. The other rows will be the source of current values.

The row column on the left will be moved to the report record field on the right:

- EMPLOYEE-ID of PER_ROW will be XELG-EMPLOYEE-ID
- EMP-NAME of PER_ROW will be XELG-EMP-NAME
- HOME-DEPT of PER_ROW will be XELG-HOME-DEPT
- EMP-STATUS of PER_ROW will be XELG-EMP-STATUS
- HIRE-DATE of PER_ROW will be XELG-HIRE-DATE
- RET-ELIG-CODE of SAVE-BEN-ROW will be XELG-OLD-RET-ELIG-CODE
- RET-ELIG-CODE of BEN-ROW will be XELG-NEW-RET-ELIG-CODE
- FICA-ELIG-CODE of SAVE-PAY-ROW will be XELG-OLD-FICA-ELIG-CODE
- FICA-ELIG-CODE of PAY-ROW will be XELG-NEW-FICA-ELIG-CODE
- BELI-IND of SAVE-BEL-ROW will be XELG-OLD-BELI-IND
- BELI-IND of BEL-ROW will be XELG-NEW-BELI-IND
- BELI-DERIVED-IND of BEL-ROW will be XELG-BELI-DERIVED-IND
- HRS-BEN-ELIG-TOT of PCM-ROW will be XELG-HRS-BEN-ELIG-TOT

If any call to PPELGRPT results in an inconsistency between file status and the requested function (OPEN, CLOSE, WRITE), an error status will be returned to the calling program in PPELGRPT-RETURN-STATUS.

**PPEM005**

PPEM005 performs implied maintenance for leave accrual and benefits coverage fields.

PPEM005 will modified to update the appropriate month's Hours Toward Benefits Eligibility with the Current Month Hours Towards Benefits Eligibility and recalculate Total Hours Toward Benefits Eligibility. PPEM005 must execute prior to PPEI205, as it does on the current Base Processing Group Table.

The prior month value XDTS-ISO-1-MO-PRIOR-DATE is calculated in PPP130 during Monthly Periodic Maintenance. XDTS-COMMON-SYSTEM-DATES is already defined as an EXTERNAL in PPEM005, and the month value XDTS-ISO-1-MO-PRI-MM is already used for other monthly bucket updates.

Total Hours Toward Benefits Eligibility contains the total of the twelve monthly Hours Toward Benefits Eligibility after the last Monthly Periodic Maintenance. However, intervening late pay transactions could have updated one of the prior month buckets. Prior to updating the Total Hours Toward Benefits Eligibility, the twelve months' buckets will be added to determine what the total would have been if all late pay and occurred on time. If the total is equal to or greater than the value of System Parameter 080, the new 88 value HRS-BEN-ELIG-ACHIEVED in CPWSSWCH will be set to true.

Current Hours Toward Benefits Eligibility, HRS-BEN-ELIG-CUR, will be moved to the appropriate month bucket, based on the value of XDTS-ISO-1-MO-PRI-MM. The Current Month Hours Towards Benefits Eligibility will be zeroed out. The Total Hours Towards Benefits Eligibility, HRS-BEN-ELIG-TOT will then be calculated by adding the twelve month buckets. Auditing responsibilities will be performed to trigger update and reporting of the changes on the ECF.

If the value of HRS-BEN-ELIG-TOT is equal to or greater than the value of System Parameter 080, the new 88 HRS-BEN-ELIG-ACHIEVED in CPWSSWCH will be to true. If HRS-BEN-ELIG-ACHIEVED was not set to true by either of the two calculations, then if the value of HRS-BEN-ELIG-TOT is equal to or greater than the value of System Parameter 080 minus System Parameter 081, the new 88 value HRS-BEN-ELIG-THRESHOLD in CPWSSWCH will be set to true.
PPFICRET
PPFICRET is called both during explicit and periodic EDB maintenance to derive Retirement Code, FICA Eligibility Code and UI Code. It is conditionally called during explicit maintenance and unconditionally during monthly implied maintenance.

It will be modified to derive Retirement Code and FICA Code for employees who have reached the required number of Hours Towards Benefits Eligibility within the mandated period of months. This will occur for a call during monthly implied maintenance, or during Rehire explicit maintenance.

Copymember CPLNKFIC defines the linkage for calls to PPFICRET. The copymember will be modified with a new field that identifies a call to PPFICRET caused by reaching the minimum required number of hours towards benefits eligibility; PPFICRET-HRS-BEN-ELIG-ACHIEVED will be set to true in PPEI205. If PPFICRET-HRS-BEN-ELIG-ACHIEVED is not true, derivation based on benefits criteria will not occur.

A new code for the Retirement/FICA Derivation Indicator (DE 0238) is being added with this project. An "R" value will indicate a rehired annuitant. PPFICRET will be modified to exit the derivation process completely when an "R" value is encountered. This is the same logic as currently applies for the value "N".

All current criteria in PPFICRET for setting Retirement Eligibility Code and FICA Eligibility Code will remain. Any current cause for exclusion from UCRP, such as disallowed Title Code, will remain a cause for exclusion.

PPFICRET currently excludes Appointment Type 6 from UCRP eligibility. An Appointment Type 4 is considered valid for general UCRP eligibility. A flag will be set while processing the UCRP eligible appointments which will indicate the presence of at least one appointment that is neither Appointment Type 4 or 6. This flag will be evaluated later if an employee is being evaluated for UCRP enrollment based on the 1000 Hours Toward Benefits Eligibility.

At the point where appointment percentage evaluation is currently used to control UCRP enrollment, PPFICRET-HRS-BEN-ELIG-ACHIEVED will be treated as an OR condition in that logic. Achieving the 1000 hours for eligibility will be evaluated first in order to advantage the employee with benefits enrollment.

- If PPFICRET-HRS-BEN-ELIG-ACHIEVED is true, and there is at least one appointment with an Appointment Type that is not 4 or 6, then PPFICRET-BEN-ELIG-U-DERIVED will be set to true.
- If PPFICRET-HRS-BEN-ELIG-ACHIEVED is true, but there is not at least one appointment with an Appointment Type that is not 4 or 6 then PPFICRET-BEN-ELIG-U-DERIVED will be set to true and the appointment percentage will be evaluated.
- If PPFICRET-HRS-BEN-ELIG-ACHIEVED is not true, but a Retirement Eligibility Code of U is derived based on appointment percentage, then PPFICRET-BEN-ELIG-U-DERIVED will not be set to true.

PPFICRET-BEN-ELIG-U-DERIVED, if true, will be returned to the calling program.

PPGRSPAR
PPGRSPAR is one of various PPGRS* modules called by PPP390 in the Compute process to evaluate earnings and calculate various grosses. It will be modified to update the new Hours Toward Benefits Eligibility.

Copymembers CPLNKPCA and CPLNKGRS will be modified to include the new Hours Toward Benefits Eligibility. These fields will be used in PPGRSPAR.

Linkage area WORK-PAR-VARIABLE-FLDS defined by copymember CPWSVPAR contains the earnings distribution, which includes WPAR-TIME, WPAR-APPT-TYPE and WPAR-TTL-CD.

Linkage area EARNINGS-DATA defined by copymember CPLNKR contains DOS data, which includes KERN-EARN-UCRS-IND (UCRS Gross Indicator) and KERN-EARN-HRS-PAY-STAT (Time On Pay Status Indicator).

WPAR-TTL-CD will be used to access the Title Code Table via a XTCL-READ-CHosen-TITLE call to PPTCTUTL to obtain XTCL-CTO-OSC. If the CTO is '323' or '446' or '523', or '533' or '543' or '623' or '723'
OR if the Title code is '2090' or '3370', or '1958' or '1968' the hours will *not* be added to the Hours Toward Benefits Eligibility buckets. If the Title Code does not exist for a transaction or is not found on the Title Code Table, the default will be to accept the hours for further validation.

If the UCRS Gross Indicator is +1 or -1 (DOS Code affects Retirement gross), and Time On Pay Status Indicator is Y (Yes), and the Appointment Type is neither 4 (Restricted Casual) nor 6 (Per Diem), then the time will be accumulated for Hours Toward Benefits Eligibility. The time will be multiplied first by the Gross Indicator if that indicator is -1. Then the time will be multiplied by the UCRS Gross Indicator, which will be either -1 or +1.

Hours Toward Benefits Eligibility are defined in linkage PAR-WORK-AREAS defined by copymember CPLNKPWA. If the pay period end date of the pay transaction is for the current compute month, then the hours will be added to KPWA-HRS-BEN-ELIG-CUR. If the pay period end date is for a prior month within a calendar year, then the month value of the pay period end date of the pay transaction will be used to generate a subscript to access the KPWA-HRS-BEN-ELIG array, and the hours will be added to that month's bucket.

Subsequently the working KPWA fields will be moved to the matching KGRS fields. These KGRS fields are eventually moved in PPP390 to HOUR-BALANCE-WORK OF COM3940-RECORD defined by modified copymember CPWSX394, and thus passed to PPP400. In PPP400, via existing array processing, the data is eventually passed via PPHDAUTL-INTERFACE to eventual posting to the EDB.

PPGRSRVVW
PPGRSRVVW is one of various PPGRS* modules called by PPP390 in the Compute process to evaluate earnings and calculate various grosses. It will be modified to expand the size of linkage area SAVE-HOUR-DATA sufficiently to hold additional Hours Toward Benefits Eligibility.

PPHDAUTL
PPHDAUTL is a utility program which loads hour and dollar totals into linkage copymember CPLNKHDA for use by various PPS programs. It will be modified to select the new Hours Toward Benefits Eligibility fields (total, current month, and twelve past months) from the PPPPCM table and load them into the Hours Toward Benefits Eligibility fields defined in copymember CPLNKHDA.

PPKEYCHD
PPKEYCHD is called to perform EDB Employee ID changes. The SELECT of data from the PPPPCM table will be modified to include the new Hours Toward Benefits Eligibility fields.

PPMTHFET
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Benefits Eligibility field and its change flag field.

PPMTHHST
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Benefits Eligibility field and its change flag field.

PPMTHUPD
The program is a standard part of the HDB Fetch/Update complex for the PPPMTH table. It will be modified to process the new Total Hours Toward Benefits Eligibility field and its change flag field.

PPP130
PPP130 performs Periodic EDB Maintenance.

The COPY…REPLACING definition of data in PPHDAUTL-INTERFACE linkage (copymember CPLNKHDA) will be modified to include the new Hours Toward Benefits Eligibility fields. Code will also be added to move the final values in those fields in PPHDAUTL-INTERFACE to the appropriate column of the PCM-ROW prior to posting changes.
Code will be added to call new program PPELGRPT in OPEN mode during monthly processing to open the file written to by PPELGRPT. At the end of monthly processing PPELGRPT will be called in CLOSE mode to close the file. In either case, if PPELGRPT returns a non-zero status code in PPELGRPT-RETURN-STATUS, new Fatal message 13956 will be issued.

PPP138(new)
PPP138 will be a new program which will read the benefits enrollment report records written by PPELGRPT and produce reports.

PPP138 will read in the file, create a sort key and sort the records, and then write the reports.

The record read in (see copymember CPWSXELG) will already contain a key field XELG-REPORT-CODE indicating which report the record should be written to. This key will be set in PPELGRPT based on PPELGRPT-HRS-BEN-ELIG-ENROLLED or PPELGRPT-HRS-BEN-ELIG-THRESHLD being true. The Employee ID on the record will be used to access the PPPPER table for the Home Department and Employee Name, which will be included in the sort key.

Printing will be in Report Type, Home Department and Employee Name order, with a page break on Home Department. An employee count will be printed on the last page of each Home Department.

Employment Status will be translated by accessing the Code Translation Table (PPPCTT). The Home Department code will be translated by accessing the long Home Department Name (HME_DEPT_NAME) on the Home Department Table (PPPHME).

See Attachments D and E for report samples. In addition, the standard errors and messages report will be produced.

PPP390
PPP390 is the main driver in the Compute process to evaluate earnings and calculate grosses by calling various PPGRS* modules.

It will be modified to initialize Hours Toward Benefits Eligibility fields in linkage defined by modified copymember CPLNKPWA.

PPP561
PPP561 creates the final carrier Enrollment file from the PPP560 Enrollment file and adjustments created by PPP561. It will be modified to not calculate adjustments for employees for their initial month of coverage.

Currently PPP561 uses the as Date to define the initial month of waived coverage. An adjustment is not created for the month in which the Hire Date occurs.

This will be modified to also calculate a PIE Start Date from the PIE End Date. For employees qualifying for benefits the PIE Date would have been set in PPEI216 during monthly periodic maintenance. An adjustment will not be created for the month in which the PIE Start Date occurs when no coverage existed. However, if coverage existed, such as CM for employees with previous BELI 2,3 or 4, then an adjustment will occur to adjust to another plan choice.

PPPCMCHG
The program is a standard part of the EDB Fetch/Update complex for monthly maintenance for the PPPPCM table. It will be modified to process the new Hours Toward Benefits Eligibility fields.

PPPCMCFET
The program is a standard part of the EDB Fetch/Update complex for the PPPPCM table. It will be modified to process the new Hours Toward Benefits Eligibility fields.

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 Hours Toward Benefits Eligibility fields.

**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 Hours Toward Benefits Eligibility fields.

**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 Hours Toward Benefits Eligibility fields.

**PPWIHR2(new)**
A new online screen processor program will be created to display the new Hours Toward Benefits Eligibility fields. It will be included in the EDB Inquiry sub-system, and will use the standard EI subsystem header and footer maps. A new detail map PPIHR20 will also be created. See Attachment A for a screen sample.

The program will select the new Hours Toward Benefits Eligibility fields from the PPPPCM table and move them to appropriate fields. The current month, based on the SCR_CURRENT_DATE, will be marked with an asterisk.

**PPWIMTH**
PPWIMTH is an online HDB Inquiry screen processor program. It will be modified to select and display the new Total Hours Toward Benefits Eligibility field. The current month and twelve month fields will not be included in HDB. If the change flag is Y, indicating a change in the value of the field from the prior month, standard highlighting attributes will be set on for the field.

The detail map PPIMTH will also be modified to include the new field and its label. See Attachment B for a screen sample.

**PPWINBI**
PPWINBI is an online HDB Inquiry screen processor program. It contains REDEFINE fields based on the hour and gross arrays in CPLNKHDA. The REDEFINE fields are not referenced and will be deleted.

**USER12**
USER12 is the main dual use driver for EDB edit/update process. It references the CPLNKHDA fields, and moves them to the appropriate column of the PCM-ROW prior to posting changes for update and audit purposes. It will be modified to include movement of the new Hours Toward Benefits Eligibility from CPLNKHDA fields to PCM-ROW.
Include Members

Payroll Computation Table (PPPPCM):

The standard EDB Include members defining the working storage and Views for a table row in the PPPPCM table will be modified:

- PPPVZPCM
- PPPVPCM1
- PPPVPCM2

One Include member defining a program specific View for the PPPPCM table will be modified.
- PPPVHDA2

The new Hours Toward Benefits Eligibility will be added.

Working storage:

```
10 HRS-BEN-ELIG_TOT    PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_CUR    PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_01     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_02     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_03     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_04     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_05     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_06     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_07     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_08     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_09     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_10     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_11     PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_12     PIC S9(7)V99 USAGE COMP-3.
```

View:

```
, HRS_BEN_ELIG_TOT    DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_CUR    DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_01     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_02     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_03     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_04     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_05     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_06     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_07     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_08     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_09     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_10     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_11     DECIMAL(9,2) NOT NULL
, HRS_BEN_ELIG_12     DECIMAL(9,2) NOT NULL
```

The working storage portion of each of the whole table Include members PPPVPCM1, PPPVPCM2 and PPPVZPCM has a large filler field which will be decremented by the length of the new fields. Therefore the length of the working storage is not affected. Programs that use the working storage as an External but do not reference the new fields do not require recompilation.
There are no unmodified programs that use Include member PPPVHDA2 as an External or linkage. It is only used by PPHDAUTL which will be modified.

**History Monthly Table (PPPMTH):**

The standard HDB Include members defining the working storage and Views for a table row in the PPPMTH table will be modified:

- PPPVZMTH
- PPPVMTH1

A new field and column and the standard change flag will be added for the Total Hours Toward Benefits Eligibility for the previous twelve months.

**Working storage:**

```
10 HRS-BEN-ELIG_TOT    PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_TOT_C   PIC X(01).
```

**View:**

```
  ,HRS_BEN_ELIG_TOT    DECIMAL(9,2) NOT NULL
  ,HRS_BEN_ELIG_TOT_C  CHAR (1) NOT NULL
```

Unmodified programs that use the Include as an External or linkage will be included as unmodified compilations in the Installation Instructions. PPIDXHST uses PPPVMTH1 in a SELECT * and will added to the unmodified compile list in the Installation Instructions.

- PPAPHDUP: Column specific, no compile needed
- PPHDBCNT: Counts rows, no compile needed
- PPHSTPRG: Deletes rows, no compile needed
- PPIDXHST: Select *
- PPMTHFET: modified
- PPMTHUPD: modified
- PPWIMTH: modified
Copymembers

**CPLNKELG(new)**
CPLNKELG will be a new copymember defining the linkage between calling programs and new report program PPELGRPT.

```
*01 PPELGRPT-INTERFACE.
  05 PPELGRPT-RETURN-STATUS    PIC 9(01).
      88 PPELGRPT-ERROR         VALUE 1 THROUGH 9.
  05 PPELGRPT-ACTION           PIC X(05).
      88 PPELGRPT-OPEN          VALUE 'OPEN '.
      88 PPELGRPT-CLOSE         VALUE 'CLOSE'.
      88 PPELGRPT-WRITE         VALUE 'WRITE'.
  05 PPELGRPT-ELIGIBILITY-STATUS PIC X(05).
      88 PPELGRPT-HRS-BEN-ELIG-ACHIEVED VALUE 'E'.
      88 PPELGRPT-HRS-BEN-ELIG-THRESHLD VALUE 'T'.
```

Two programs will use this copymember in calls. PPP130 which will be modified to use it in OPEN and CLOSE mode. New program PPEI206 will use it in WRITE mode.

**CPLNKFIC**
CPLNKFIC defines the linkage between calling programs and PPFICRET.

Two new fields will be added. PPFICRET-HRS-BEN-ELIG-ACHIEVED will be passed by the calling program, and will signal that derivation in PPFICRET should be performed using the rules for employees with sufficient Hours Toward Benefits Eligibility. PPFICRET-BEN-ELIG-U-DERIVED will be passed back by PPFICRET, and will signal that an employee has been enrolled in UCRP due to achieving the 1000 Hours Toward Benefits Eligibility. This will be used to trigger further benefits processes.

```
05 PPFICRET-HRS-BEN-ELIG-SW    PIC X.
    88 PPFICRET-HRS-BEN-ELIG-NOT-ACHV VALUE SPACE.
    88 PPFICRET-HRS-BEN-ELIG-ACHIEVED VALUE 'Y'.
05 PPFICRET-BEN-ELIG-DERIVE-SW PIC X.
    88 PPFICRET-BEN-ELIG-U-NOT-DERIVED VALUE SPACE.
    88 PPFICRET-BEN-ELIG-U-DERIVED VALUE 'Y'.
```

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

- PPEC138 comment only
- PPEI205 modified
- PPES101 linkage
- PPES102 linkage
- PPES103 linkage
- PPFICRET modified

**CPLNKGRS**
CPLNKGRS defines a linkage between PPP390 and various PPGRS* modules. It will be modified to include the new Hours Toward Benefits Eligibility and the OCCURS will be increased to accommodate them.

```
07 KGRS-HRS-BEN-ELIG-02     PIC S9(07)V99 COMP-3.
```
Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

**CPLNKGR1**
CPLNKGR1 defines an EXTERNAL work area shared by various online Rush Check modules. It will be modified to include the new Hours Toward Benefits Eligibility and the OCCURS will be increased to accommodate them.
Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPRCCRSS External
PPRCOPT1 External
PPRCOPT2 External

CPLNKHDA
CPLNKHDA defines the linkage between calling programs and PPHDAUTL.

The new Hours Toward Benefits Eligibility will be added. They will be defined in contiguous storage to allow array processing like that used for other HDA totals, especially in Compute processing.

10 HRS-BEN-ELIG_TOT PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_CUR PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_01 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_02 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_03 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_04 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_05 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_06 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_07 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_08 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_09 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_10 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_11 PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_12 PIC S9(7)V99 USAGE COMP-3.

Unmodified programs that use the copymember as an External or linkage will be identified and included as unmodified compilations in the Installation Instructions.

PPAPEUFE External
PPAPEUPU External
PPEDTADJ External
PPEM001 External
PPEM004 External
PPEM005 modified
PPEM006 External
PPEM101 External
PPEM110 External
PPEM111 External
PPEXERPT External
PPYEY001 External
PPYEY101 External
PPYEY200 External
PPHDAUTL modified
PPKEYCHD modified
PPNETCLC External
PPNETDTK External
PPNETUPD External
PPNRARPT External
PPNTINDL External
PPNTSEPR External
PPPAVRAG External
PPP050 External
PPP080 External
CPLNKPWA
CPLNKPWA defines a linkage area between PPP390 and various PPGRS* modules. The new Hours Toward Benefits Eligibility will be added. The Total Hours Toward Benefits Eligibility will not be updated in this process, but is being included for completeness and possible future needs. The monthly buckets will only be updated by hour adjustments. The Current Hours Toward Benefits Eligibility will be the main field updated during the Compute process.

05  KPWA-HOURS-ON-PY-STATUS  COMP-3.

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPGRSAUP  linkage
PPGRSCOH  linkage
PPGRSERN  linkage
PPGRSPAR  modified
PPGRSRVW  linkage
PPGRSTIM  linkage
PPP390    linkage

CPWSRCPW
CPWSRCPW defines an EXTERNAL working storage shared by various online Rush Check modules. A field used to pass hour balances will be expanded to accommodate the new Hours Toward Benefits Eligibility.

05  RCPW-HOUR-BALANCES    PIC X(275).

Unmodified programs that use the copymember as an External or linkage will be included as unmodified compilations in the Installation Instructions.

PPAPORKS  External
PPAPORSR  External
PPAPORUP  External
PPRCADVC  External
PPRCAUDT  External
PPRCGRSS  External
PPRCMDL2  External
CPWSRMTH
CPWSRMTH defines working storage for a row on the HDB PPPMTH table.

A new field and column and the standard change flag will be added for the Total Hours Toward Benefits Eligibility for the previous twelve months.

Working storage:
10 HRS-BEN-ELIG_TOT          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_TOT_C     PIC X(01).

There are no unmodified programs that use the copymember as an External or linkage.

PPMTHHST modified

CPWSRPCM
CPWSRPCM defines working storage for a row on the EDB PPPPCM table.

The new Hours Toward Benefits Eligibility will be added.

10 HRS-BEN-ELIG_TOT          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_CUR          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_01          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_02          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_03          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_04          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_05          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_06          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_07          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_08          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_09          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_10          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_11          PIC S9(7)V99 USAGE COMP-3.
10 HRS-BEN-ELIG_12          PIC S9(7)V99 USAGE COMP-3.

The copymember has a large filler field which will be decremented by the length of the new fields. Therefore the length of the copymember is not affected. Programs that use the copymember as an External but do not reference the new fields do not require recompilation.

CPWSSWCH
CPWSSWCH defines various switches that are used across modules as an EXTERNAL. A new switch will be added to convey the results of eligibility processing in PPEI205 and PFICRET to PPEI216. The switch values will determine whether PPEI206 performs benefits enrollment and/or reporting.

05 HRS-BEN-ELIGIBILITY-SW              PIC X(01).
88 HRS-BEN-ELIG-NOT-ACHIEVED VALUE ' '.
88 HRS-BEN-ELIG-ACHIEVED VALUE 'E'.
88 HRS-BEN-ELIG-THRESHOLD VALUE 'T'.
88 HRS-BEN-UCRP-ENROLLED VALUE 'U'.
88 HRS-BEN-ALREADY-BELI-1 VALUE '1'.

The copymember has a large filler field which will be decremented by the length of the new field. Therefore the length of the copymember is not affected. Programs that use the copymember as an External but do not reference the new fields do not require recompilation.

**CPWSXELG(new)**

CPWSXELG will be a new copymember which defines working storage for the eligibility reporting record written out by PPELGRPT and read in by new program PPP138.

```
*01 XELG-RECORD.
   05 XELG-REPORT-CODE PIC X(02).
   88 XELG-REPORT-ENROLLED VALUE '01'.
   88 XELG-REPORT-THRESHOLD VALUE '02'.
   05 XELG-EMPLOYEE-ID PIC X(09).
   05 XELG-EMP-NAME PIC X(26).
   05 XELG-HOME-DEPT PIC X(06).
   05 XELG-EMP-STATUS PIC X(01).
   05 XELG-HIRE-DATE PIC X(10).
   05 XELG-OLD-RET-ELIG-CODE PIC X(01).
   05 XELG-NEW-RET-ELIG-CODE PIC X(01).
   05 XELG-OLD-FICA-ELIG-CODE PIC X(01).
   05 XELG-NEW-FICA-ELIG-CODE PIC X(01).
   05 XELG-OLD-BELI-IND PIC X(01).
   05 XELG-NEW-BELI-IND PIC X(01).
   05 XELG-BELI-DERIVED-IND PIC X(01).
   05 XELG-HRS-BEN-ELIG-TOT PIC S9(07)V99.
```

**CPWSXIC2**

CPWSXIC2 defines various PPS constants. It contains local campus specific values for some fields. It will be modified to increase the hours balance array to allow for the new Hours Toward Benefits Eligibility fields. Those data elements will also be added to an array used for labeling the data elements.

```
05 IDC-MAX-HOUR-ENTRIES PIC S9(4) COMP SYNC VALUE +55.
```

```
10 HRS-BEN-ELIG-TOT-ELMT PIC 9(4) VALUE 5142.
10 HRS-BEN-ELIG-TOT PIC X(15) VALUE 'HR BEN ELIG TOT'
10 HRS-BEN-ELIG-CUR-ELMT PIC 9(4) VALUE 5143.
10 HRS-BEN-ELIG-CUR PIC X(15) VALUE 'HR BEN ELIG CUR'
10 HRS-BEN-ELIG-01-ELMT PIC 9(4) VALUE 5144.
10 HRS-BEN-ELIG-01 PIC X(15) VALUE 'HR BEN ELIG JAN'.
10 HRS-BEN-ELIG-02-ELMT PIC 9(4) VALUE 5145.
10 HRS-BEN-ELIG-02 PIC X(15) VALUE 'HR BEN ELIG FEB'.
10 HRS-BEN-ELIG-03-ELMT PIC 9(4) VALUE 5146.
10 HRS-BEN-ELIG-03 PIC X(15) VALUE 'HR BEN ELIG MAR'.
10 HRS-BEN-ELIG-04-ELMT PIC 9(4) VALUE 5147.
10 HRS-BEN-ELIG-04 PIC X(15) VALUE 'HR BEN ELIG APR'.
10 HRS-BEN-ELIG-05-ELMT PIC 9(4) VALUE 5148.
10 HRS-BEN-ELIG-05 PIC X(15) VALUE 'HR BEN ELIG MAY'.
10 HRS-BEN-ELIG-06-ELMT PIC 9(4) VALUE 5149.
10 HRS-BEN-ELIG-06 PIC X(15) VALUE 'HR BEN ELIG JUN'.
10 HRS-BEN-ELIG-07-ELMT PIC 9(4) VALUE 5150.
10 HRS-BEN-ELIG-07 PIC X(15) VALUE 'HR BEN ELIG JUL'.
10 HRS-BEN-ELIG-08-ELMT PIC 9(4) VALUE 5151.
10 HRS-BEN-ELIG-08 PIC X(15) VALUE 'HR BEN ELIG AUG'.
10 HRS-BEN-ELIG-09-ELMT PIC 9(4) VALUE 5152.
10 HRS-BEN-ELIG-09 PIC X(15) VALUE 'HR BEN ELIG SEP'.
10 HRS-BEN-ELIG-10-ELMT PIC 9(4) VALUE 5153.
```
Expanded Benefits Eligibility for Employees
Detail Design
11/14/00 12:35 PM

Unmodified programs that use the updated values will be identified and included as unmodified compilations in the Installation Instructions:

<table>
<thead>
<tr>
<th>Program</th>
<th>Uses IDC-MAX-HOUR-ENTRIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPEDTADJ</td>
<td></td>
</tr>
<tr>
<td>PPGRSPAR</td>
<td>modified</td>
</tr>
<tr>
<td>PPP400</td>
<td></td>
</tr>
<tr>
<td>PPP410</td>
<td></td>
</tr>
<tr>
<td>PPP440</td>
<td></td>
</tr>
<tr>
<td>PPP470</td>
<td></td>
</tr>
<tr>
<td>PPP480</td>
<td></td>
</tr>
<tr>
<td>PPRCAUDT</td>
<td></td>
</tr>
<tr>
<td>PPWINBI</td>
<td>modified</td>
</tr>
</tbody>
</table>

**CPWSXIDC**

CPWSXIDC defines various PPS constants. It contains local campus specific values for some fields. It will be modified to increase the value of some fields defining the number of expected hours balances to allow for the new Hours Toward Benefits Eligibility fields.

```
05 IDC-MAX-HOUR-ELEMENTS   PIC S9(4) COMP VALUE +55.
05 IDC-HOUR-INDICATORS     PIC X(55).
05 IDC-HOUR-ARRAY REDEFINES IDC-HOUR-INDICATORS.
  10 IDC-HOUR-CLEAR  PIC X OCCURS 55 TIMES.
```

Unmodified programs that use the updated values will be identified and included as unmodified compilations in the Installation Instructions:

<table>
<thead>
<tr>
<th>Program</th>
<th>Uses IDC-MAX-HOUR-ENTITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPAPEUFE</td>
<td></td>
</tr>
<tr>
<td>PPAPEUPU</td>
<td></td>
</tr>
<tr>
<td>PPP080</td>
<td></td>
</tr>
<tr>
<td>PPP120</td>
<td></td>
</tr>
<tr>
<td>PPP130</td>
<td>modified</td>
</tr>
</tbody>
</table>

**CPWSX394**

CPWSX394 is used in PPP390 and PPP400 to define work arrays which must be kept in synch with the length of the hour and dollar arrays defined in CPLNKHDA. It will be modified to allow for the new Hours Toward Benefits Eligibility fields.

```
03 COM3940-PRE-PPP390-DATA      PIC X(540).
03 COM3940-POST-PPP390-DATA     PIC X(540).
  10 HOUR-BALANCE-ARRAY OCCURS 55 TIMES.
```

Unmodified programs that use the working storage to define an external file record will be identified and included as unmodified compilations in the Installation Instructions:

<table>
<thead>
<tr>
<th>Program</th>
<th>Uses CPWSX394</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPP390</td>
<td>to define pre-390 balance array</td>
</tr>
<tr>
<td>PPP400</td>
<td>to define pre and post-390 balance arrays</td>
</tr>
</tbody>
</table>
CICS Maps

**PPIHR20(new)**
A new map will be created for use by new EDB Inquiry screen processor program PPWIHR2. It will display the new Hours Toward Benefits Eligibility fields.

Field level Help text and anchoring will be created for the new fields. Screen level Help and anchoring will be created for the full screen.

See Attachment A for a screen sample and screen level and field level Help text.

**PPIMTH0**
PPIMTH0 is the map used by HDB Inquiry screen processor program PPWIMTH. It will be modified to add a label and data field for the new Total Hours Toward Benefits Eligibility.

Field level Help text and anchoring will be created for the new field.

See Attachment B for a screen sample and field level Help text.
Binds

PPP138 (new):
A plan bind will be created for new program PPP138. It will contain members PPP138, PPCTTUTL and PPMSSG2.

PPWIHR2 (new):
A package bind will be created for new online screen processor program PPWIHR2.
Table Updates

System Parameter Table (PPPRM)

Two new System Parameters will be added.

System Parameter 80 will define the total Hours Toward Benefits Eligibility which will trigger derivation of Retirement and Welfare Benefits coverage. It will initially be set to 1000 hours.

System Parameter 81 will define a threshold for total Hours Toward Benefits Eligibility which will trigger reporting of employees approaching derivation of Retirement and Welfare Benefits coverage. It will initially be set to 240 hours.

Data Element Table (PPPDET):

The new data elements for Hours Toward Benefits Eligibility will be added to the PPPPCM table. They will be defined as not updateable by EDB File Maintenance.

<table>
<thead>
<tr>
<th>Data Element</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Hours Toward Benefits Eligibility</td>
<td>DE 5142</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for the Current Month</td>
<td>DE 5143</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for January</td>
<td>DE 5144</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for February</td>
<td>DE 5145</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for March</td>
<td>DE 5146</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for April</td>
<td>DE 5147</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for May</td>
<td>DE 5148</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for June</td>
<td>DE 5149</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for July</td>
<td>DE 5150</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for August</td>
<td>DE 5151</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for September</td>
<td>DE 5152</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for October</td>
<td>DE 5153</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for November</td>
<td>DE 5154</td>
</tr>
<tr>
<td>Hours Toward Benefits Eligibility for December</td>
<td>DE 5155</td>
</tr>
</tbody>
</table>

A new value "R" will be added to a value/range edit for:
Retirement/FICA Derivation Indicator | DE 0238.

R will represent a rehired annuitant who has waived UCRP participation. The valid values for update will be Y, N, L and R. Values 1, 2, and 3 are system derived for pending rehires.

See the sample data element definitions in Attachment A of the Expanded Benefits Eligibility for Employees PPS Requirements.

System Messages Table (PPPMGS):

A new message will be added for use by PPP130 and PPEI206 for failed calls to PPELGRPT.
13956 SEE SYSTEMS PPELGRPT PROCESSING FAILURE - INVALID ACTION

New messages will be added for use by new program PPP138.
13801 WARNING BENEFITS ELIGIBILITY REPORT FILE IS EMPTY
13802 SEE SYSTEMS CALL TO PPCTTUTL FOR TRANSLATION FAILED
13803 INFO NUMBER OF ELIGIBILITY FILE RECORDS READ:

A text of a message issued by PPEC101 will be modified.
08384 EMPL REJ RET/FICA DERIVE IS N OR R, RETIREMENT CD CAN’T BE BLANK
Processing Group Table (PPPPGT)

New routine PPEI206 will be added to run unconditionally immediately after PPEI205 for Program ID 13, to execute during PPP130 Monthly Periodic Maintenance.

Existing routine PPEM200, which processes personnel actions (DE 0001), will be moved for Program ID 13 to a position after PPEI206.

Existing routine PPEM106, which derives UC Paid Life amount (DE 0330) will be moved for Program ID 13 to a position after PPEI206.

Existing routine PPEC126, which derives NDI Code (DE 0123) will be added run unconditionally after PPEI206 for Program ID 13. It currently runs during explicit EDB maintenance but not during PPP130 Monthly Periodic maintenance.

Routine Definition Table (PPPRTD)

New routine PPEI206 will be added as an implied trigger routine I206.

Code Translation Table (PPPCCTT)

Translations will be added for new values for existing data elements.

The value R for Retirement/FICA Derivation Indicator will have a length 20 translation:
Not elig rehired ret

The value 22 for Action Codes will have a length 21 and a length 27 translation:
Retirement derived - hrs
Retirement derived - hours

Online Function Table (UC0CFN)

A new function IHR2 will be added as a part of the EDB Inquiry subsystem. It will trigger new screen processor program PPWIHR2.

Online Menu Table (UC0MNU)

A new function IHR2 will be added to the EDB Inquiry Main Menu.

Resource Definition Online (RDO)

RDO transactions will be created to define the new online program and map to the online system.
PPWIHR2 - program
PPIHR20 - map

History Data Element Table (PPPHDE)

Data Element 5142 HRS-BEN-ELIG-TOT will be added as a monthly periodic data element on the PPPMTH table.

CICS Help

New field level Help text will be created for the following new data elements. See Attachment A.
Total Hours Toward Benefits Eligibility               DE 5142
Hours Toward Benefits Eligibility for the Current Month DE 5143
Expanded Benefits Eligibility for Employees
Detail Design
11/14/00 12:35 PM

Hours Toward Benefits Eligibility for January DE 5144
Hours Toward Benefits Eligibility for February DE 5145
Hours Toward Benefits Eligibility for March DE 5146
Hours Toward Benefits Eligibility for April DE 5147
Hours Toward Benefits Eligibility for May DE 5148
Hours Toward Benefits Eligibility for June DE 5149
Hours Toward Benefits Eligibility for July DE 5150
Hours Toward Benefits Eligibility for August DE 5151
Hours Toward Benefits Eligibility for September DE 5152
Hours Toward Benefits Eligibility for October DE 5153
Hours Toward Benefits Eligibility for November DE 5154
Hours Toward Benefits Eligibility for December DE 5155

Modified field level Help text will be created for the following data elements. See Attachment C.
Retirement/FICA Derivation Indicator DE 0238.

Modified screen level Help text will be created for the IMTH screen. See Attachment B.

New screen level Help text will be created and anchored to the new IHR2 screen. See Attachment A.

New field level Help text for DE 5142 will be anchored to the IMTH screen.
New field level Help text for DE 5142 through 5155 will be anchored to the IHR2 screen.
JCL

PPP130

A new file will be added to PPP130 Monthly Periodic Maintenance for the report record file written by new program PPELGRPT.

PPELGRPT DD DSN=XXX.PPELGRPT,
       DCB=(RECFM=FB,LRECL=70)

PPP138(new)

JCL will be created for the new report program PPP138. It will read in the report file written by PPELGRPT and write three report files:
- PPP1382 for EMPLOYEES WITH 1000 HOURS - RETIREMENT SET TO "U",
- PPP1383 for EMPLOYEES APPROACHING 1000 ELIGIBLE HOURS
- Standard WRNPRT for messages, which will use report ID PPP1381.

Reports PPP1382 and PPP1383 will be written to a common DD PPP138N. Sort work JCL will also be required for the input file sort.

PPP390

The file defined by modified copymember CPWSX394 will have its LRECL increased to match the size of the expanded record.

    //COM3940 DD DSN=PPS.COM3940A,
    //****DCB=(RECFM=FB,LRECL=940)
    // DCB=(RECFM=FB,LRECL=1070)
Expanded Benefits Eligibility for Employees
Detail Design
11/14/00 12:35 PM

Attachments

Attachment A  IHR2 Screen Sample, Screen Level Help, Field Level Help.
Attachment B  IMTH Screen sample, Screen Level Help, Field Level Help
Attachment C  DE 0238 Field Level Help
Attachment D  Sample Report: EMPLOYEES WITH 1000 HOURS - ELIGIBLE FOR BENEFITS
Attachment E  Sample Report: EMPLOYEES APPROACHING 1000 HOURS TOWARD BENEFITS ELIGIBILITY
ID: 000050020 Name: ABSENT,MARCUS  SSN: 555-55-5020
Hm Dept: 804918 CHAN OFFICE  Emplmt Status: A Pri Pay: MO

Hours Toward Benefits Eligibility
Total Hours: ___210.00
Current Month: ________

Jan: ______100.00  Jul: ________
*Feb: ______110.00  Aug: ________
    ________  Sep: ________
    ________  Oct: ________
    ________  Nov: ________
    ________  Dec: ________

Field Level Help Text for IHR2 Screen

EDB5142      HOURS TOWARD BENEFITS ELIGIBILITY-TOTAL
More:  
Publ.: 08/01/00 "HOURS TOWARD BENEFITS ELIGIBILITY-TOTAL"

Description: The total number of hours that qualify toward eligibility for retirement and benefits. This excludes overtime, differential, hours worked as casual restricted, per diem, etc.

Format: nnnnnnn.nn
### EDB5143  HOURS TOWARD BENEFITS ELIGIBILITY—CURRENT MONTH

**Description:** The number of hours in the current month that qualify toward eligibility for retirement and benefits. This excludes overtime, differential, hours worked as casual restricted, per diem, etc.

**Format:** nnnnnnn.nn

### EDB5144  HOURS TOWARD BENEFITS ELIGIBILITY—JANUARY

**Description:** The total number of hours reported in January that qualify toward eligibility for retirement and benefits. This excludes overtime, differential, hours worked as casual restricted, per diem, etc.

**Format:** nnnnnnn.nn

---
IMTH Screen Sample

123456789012345678901234567890123456789012345678901234567890123456789
PPIMTH0-I0944 History Inquiry 08/07/00 10:54:00
07/31/99 08:30:00 Monthly Accumulators Userid: PAYPST
ID:000050010 Name:TONE,BARRY SSN:555-55-5010
Incorrect Flag:

Retirement Gross : 6633.33
Retirement Reduction: 950.00

Hours Toward Benefits Eligibility: 988.00

Next Func: ID: Name: SSN:
Date: View incorrect records?

--->
F: 1-Help 2-Browse 3-PrevMenu 4-Print
F: 9-MainMenu 10-PrevRec 12-Exit

Modified Screen Level Help Text for IMTH Screen

HDBHXMTH Monthly Accumulators

More: -+

Function: The IMTH screen is presented when the user requests either the IMTH or the UMTH function. IMTH displays historical month-to-date accumulators for an employee, one entry per screen. The user can scroll through any other occurrences of monthly accumulator data entries for the employee by using the F10 and F11 keys. The UMTH function allows the user to both view and enter a value in the "Incorrect Flag" field on the HDB entry.

The user may view historical records for a specific entry date by entering that date in the field labeled 'Date:' in the footer. If the user leaves the 'Date:' field blank, the record with the most recent date will be displayed first.

The user can avoid viewing records designated as incorrect by entering "N" in the field labeled "View Incorrect Records?". A "Y" entered in the field will retrieve both correct and incorrect records.

The user may update the "Incorrect Flag" field to change the designation from "correct" to "incorrect" by entering an "X" in the field. If the Incorrect Flag field is set to X, the user may change the designation from "incorrect" to "correct" by entering a "*" in the Incorrect Flag field, which will
reset the field to blank.

Nature of Information: IMTH (UMTH) contains monthly accumulators for retirement gross pay and retirement reductions and total hours towards benefits eligibility.

There are no highly abbreviated or group fields on IMTH (UMTH).

Command ===> .
F1=Help  F2=EX help  F3=eXit  F4=copy  F6=move  F7=BKwd  F8=FWd  F12=Cancel

Field Level Help Text for new field on IMTH Screen

```
EDB5142      TOTAL HOURS TOWARD BENEFITS ELIGIBILITY
More:
Publ.: 08/01/00 "TOTAL HOURS TOWARD BENEFITS ELIGIBILITY"

Description: The total number of hours that qualify toward eligibility for retirement and benefits. This excludes overtime, differential, hours worked as casual restricted, per diem, etc.

Format: nnnnnnnn.nn

Code Interpr.: N/A
Command= è
F1=Help  F2=EX help  F3=eXit  F7=BKwd  F8=FWd  F12=Cancel
```
Modified field level Help text for DE 0238.

<table>
<thead>
<tr>
<th>EDB0238</th>
<th>RETIREMENT/FICA DERIVATION IND</th>
</tr>
</thead>
<tbody>
<tr>
<td>DRAFT: 10/31/96 &quot;RETIREMENT/FICA DERIVATION INDICATOR&quot;</td>
<td></td>
</tr>
</tbody>
</table>

**Description:** Code indicating whether the Retirement System Code (EDB 0122) and the FICA Eligibility Code (EDB 0120) should be automatically derived by the system.

**Format:** N/A

**Code Interpr.:**

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>Do not derive EDB0122 and EDB0120</td>
</tr>
<tr>
<td>Y</td>
<td>Derive EDB0122 and EDB0120</td>
</tr>
<tr>
<td>L</td>
<td>Derive EDB0122 and EDB0120 using special derivation rules for UCRP members who, in 1976, made a lifetime election not to be coordinated with FICA.</td>
</tr>
<tr>
<td>R</td>
<td>Do not derive EDB0122 and EDB0120; Employee is a rehired annuitant who has waived re-entry rights</td>
</tr>
<tr>
<td>1</td>
<td>Derive EDB0122 and EDB0120 using special derivation rules for a rehire whose prior Retirement/FICA Derivation Indicator had a value of &quot;y&quot;</td>
</tr>
<tr>
<td>2</td>
<td>Derive EDB0122 and EDB0120 using special derivation rules for a rehire whose prior Retirement/FICA Derivation Indicator had a value of &quot;L&quot;</td>
</tr>
<tr>
<td>3</td>
<td>Derive EDB0122 and EDB0120 using special derivation rules for a rehire whose prior Retirement/FICA Derivation Indicator had a value of &quot;N&quot;</td>
</tr>
</tbody>
</table>

**Command ===> .**

F1=Help  F2=EX help  F3=eXit  F4=copy  F6=move  F7=BKwd  F8=FWd  F12=Cancel
### Employees with 1000 Hours - Eligible for Benefits

**Department:** 345608 Department of English

<table>
<thead>
<tr>
<th>EMP ID</th>
<th>NAME</th>
<th>HRS TOWARD</th>
<th>EMP STATUS</th>
<th>HIRE DATE</th>
<th>RETIREMENT/FICA CODES</th>
<th>ASSIGNED BELI</th>
<th>DERIVED BELI</th>
</tr>
</thead>
<tbody>
<tr>
<td>888777901</td>
<td>ADAMS, JOHN</td>
<td>1020</td>
<td>ACTIVE</td>
<td>02/01/01</td>
<td>H/M</td>
<td>U/E</td>
<td>5/1</td>
</tr>
<tr>
<td>674321887</td>
<td>HENRY, PATRICK</td>
<td>1000</td>
<td>ACTIVE</td>
<td>04/01/01</td>
<td>H/M</td>
<td>U/E</td>
<td>4/1</td>
</tr>
<tr>
<td>321987444</td>
<td>JEFFERSON, THOMAS</td>
<td>1007</td>
<td>INACTIVE</td>
<td>03/01/01</td>
<td>H/M</td>
<td>U/E</td>
<td>5/1</td>
</tr>
<tr>
<td>321444333</td>
<td>ROSS, BETSY</td>
<td>998*</td>
<td>ACTIVE</td>
<td>02/01/01</td>
<td>H/M</td>
<td>U/E</td>
<td>3/1</td>
</tr>
<tr>
<td>332112121</td>
<td>WASHINGTON, MARTHA</td>
<td>1019</td>
<td>SEPARATED</td>
<td>03/17/00</td>
<td>H/M</td>
<td>U/E</td>
<td>4/1</td>
</tr>
</tbody>
</table>

**Total Employees for Department:** 5
### EMPLOYEES APPROACHING 1000 HOURS TOWARD BENEFITS ELIGIBILITY

**DEPARTMENT:** Department of English  
**EMP ID** | **NAME** | **HRS TOWARD ELIGIBILITY** | **EMP STATUS** | **HIRE DATE** | **RETRAINT/FICA CODES** | **ASSIGNED BELI** | **DERIVED BELI**  
--- | --- | --- | --- | --- | --- | --- | ---  
888777902 | DOUGLAS, FREDERICK | 999 | ACTIVE | 02/01/01 | H/M | 5 | 5  
674321888 | GRANT, ULYSSES | 885 | ACTIVE | 04/01/01 | H/M | 4 | 4  
321987445 | LEE, ROBERT E | 976 | INACTIVE | 03/01/01 | N/M | 5 | 5  
321444334 | LINCOLN, ABRAHAM | 917 | ACTIVE | 02/01/01 | H/M | 3 | 3  
332112123 | TRUTH, SOJOURNER | 950 | LV W/O | 03/17/00 | H/M | 4 | 4  

**TOTAL EMPLOYEES FOR DEPARTMENT:** 5