Service Request 17521

Payroll release 1281 dated April 7, 2000 implemented the Health Insurance Portability and Accountability Act of 1996 (HIPAA) in the Payroll/Personnel System.

The original service request did not address the following problem:

“If an employee is hired with a BELI of 1, 2, or 3, the system will establish one or more default plan codes for medical, dental, and vision coverage (DM, DD, DV). If it turns out the BELI was entered in error, and the BELI is corrected to ‘4’ or ‘5’, the default plans are end-dated. Since the default plans are actually place holders rather than actual enrollments, they should be cleared out rather than end dated.”

In addition to clearing out the default plan data, the system should also clear out any Pending Premium Activity (PPA) when appropriate.

EDB Maintenance should be modified to clear out default plan codes (DM, DD, DV) and the associated PCEDs and ECEDs when the BELI is changed such that the employee is no longer eligible for that benefit. In addition, any associated PPA rows should be cleared out as well.

The following examples explain in more detail the changes needed.

1. If an employee is hired with a BELI 1, the system automatically establishes DM, DD, DV entries in the current plans. If the BELI is then subsequently changed to 5 while those default plan codes are still there, the system applies end dates.
In this example, the system should clear out the medical, dental and vision plan codes (EDB 0292, 0272, 0347), plan effective dates (EDB 0294, 0274, 0349), plan end dates (EDB 0300, 0271, 0346) and employee coverage effective dates (EDB 0454, 0455, 0456). In addition, any PPA rows should be cleared out for medical, dental and vision.

2. If an employee is hired with a BELI 1 and the BELI is then subsequently changed to 2 or 3 while in the default plans, the system applies end dates to dental and vision, but not medical.

In this example, the system should clear out the dental and vision plan codes (EDB 0272, 0347), plan effective dates (EDB 0274, 0349), plan end dates (EDB 0271, 0346) and employee coverage effective dates (EDB 0455, 0456). Any PPA rows should be cleared out for dental and vision plans.

3. If an employee is hired with a BELI 1 and the BELI is then subsequently changed to 4 while in the default plans, the system applies end dates to dental and vision.

In this example, the system should clear out the dental and vision plan codes (EDB 0272, 0347), plan effective dates (EDB 0274, 0349), plan end dates (EDB 0271, 0346) and employee coverage effective dates (EDB 0455, 0456). Any PPA rows should be cleared out for dental and vision plans.

Refer to the attached graph for more information.

**Programs**

PPEC102

This module has been modified to clear out the medical plan data and the PPA rows associated with a benefit type of ‘M’, when the employee’s BELI (EDB 0360) is changed to a value of ‘5’

PPEC115

This module has been modified to clear out the dental plan data and the PPA rows associated with a benefit type of ‘D’, when the employee’s BELI (EDB 0360) is changed to a value greater than ‘1’.

PPEC120

This module has been modified to clear out the vision plan data and the PPA rows associated with a benefit type of ‘V’, when the employee’s BELI (EDB 0360) is changed to a value greater than ‘1’.

**Test Plan**

A complete test plan is provided with this release.

**Installation Instructions**

1. Install the modified dual modules PPEC102, PPEC115, and PPEC120.

2. DB2-precompile, compile and link the modified dual modules PPEC102, PPEC115, and PPEC120 into the batch loadlib (LOADLIB) and on-line loadlib (OLOADLIB).

3. Perform the installation verification as described in the Test Plan.

4. Perform any desired additional campus testing.

5. Install modules PPEC102, PPEC115, and PPEC120 in production.
Timing of Installation

This release is not urgent. However, if this release is not installed, the system incorrectly applies end dates to the default plan codes of DD, DM, and/or DV when the BELI is changed.

If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu, or call (510) 987-0464.

Jackson Quan

cc:   Jim Dolgonas
      Jerry Wilcox
(Attachment)

**BELI Change/default medical, dental and vision plans**

<table>
<thead>
<tr>
<th>Current BELI</th>
<th>New BELI</th>
<th>Current Plan</th>
<th>New Plan</th>
<th>PPA Data</th>
<th>Clear Out PPA Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>DM</td>
<td>DM</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DD None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DV None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>1</td>
<td>3</td>
<td>DM</td>
<td>DM</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DD None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DV None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>1, 2, or 3</td>
<td>4</td>
<td>DM</td>
<td>DM</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DD None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DV None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>1, 2, or 3</td>
<td>5</td>
<td>DM</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DV None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DD None</td>
<td>None</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

1. **For medical**, clear out plan data elements EDB 0292, 0293, 0294, 0300, 0454 and PPA rows (EDB 0753, 0754, 0755, 0756, 0757 and 0759) where EDB 0753 (Benefit Type) contains value “M”.

2. **For dental**, clear out plan data elements EDB 0272, 0273, 0274, 0294, 0455 and PPA rows (EDB 0753, 0754, 0755, 0756, 0757 and 0759) where EDB 0753 contains value “D”.

3. **For vision**, clear out plan data elements EDB 0347, 0348, 0349, 0346, 0456 and PPA rows (EDB 0753, 0754, 0755, 0756, 0757 and 0759) where EDB 0753 contains value “V”.
