Service Request 17659
Establish PIE for Rehires and BELI Changes

Detail Design

Information Systems and Computing
Office of the President
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INTRODUCTION

Service Request 17659 asks that PPS be modified to reset the Period of Initial Eligibility ‘PIE’ End Date on the EDB and perform appropriate benefits modifications when one of two specific actions is taken:

1. The employee is rehired after having been separated, or

2. A non-separated employee has a change to the Benefits Eligibility Level Indicator (BELI) such that the new BELI confers greater benefits eligibility upon the employee.

These changes, made in coordination with modifications to bencom will allow these employees to use IVR- and web-based applications to enroll in those benefits for which they are eligible as a result of their change in status. They will also ensure that these employees are properly defaulted into benefits plans should they not take explicit enrollment action.
Summary of Modifications

Although there is a superficial similarity in the actions taken in response to these two different actions, the rules and policies governing them are quite different, just as the actions themselves are different.

Rehire

An employee eligible for a rehire action is always an employee who has been separated from active service, meaning that a separation date has been entered. Upon separation from University service, the employee is eligible for continuation of enrolled benefits through the end of the month following the month of separation. For example, an employee separating on July 15th is entitled to a continuation of enrolled benefits through August 31st. As appropriate, the system will automatically place an end date of August 31 on each such benefit.

Note that it is possible to rehire an employee with a separation date that is not yet achieved (employment status is not ‘S’), as long as the new hire date is after the date of separation.

This gives rise to two possible rehire scenarios:

1. The employee is being rehired on a date after the achievement of the separation date, but before the achievement of the benefits end date (the employee in the above example is rehired on August 10th, for example), or
2. The employee is being rehired on a date after both the achievement of the separation date and the benefits end date (the employee in the above example is rehired on or after September 1st).

Service Request 17659 specifies different processing in the case of these two examples. In particular, employees in scenario 1, where the benefits end date has not been achieved as of the date of rehire, are considered to have active coverage, and are required by policy to return to the plans in which they were enrolled prior to separation.

Active coverage for a rehire is defined as

The employee having active medical, dental, vision, or legal plan or Opt Out with a coverage end date on or after the Most Recent Hire Date. Note that coverage in any one or more of these four benefits plans causes the employee to be treated as having active coverage for all benefits, not just these four.

In this case, the generation of a new PIE End Date is inappropriate, as the employee will be ineligible to use the bencom applications for benefits enrollment. Note that for rehire processing, the presence of active coverage in any one or more of the four benefits plans is sufficient to block the generation of a new PIE End Date and any related automatic benefits enrollments. This does not mean that the employee is necessarily ineligible to enroll in these other benefits, but such enrollments must be done manually, in consultation with Benefits Office staff, to ensure that only appropriate changes are made.

Scenario 2, where the employee does not have any active coverage, results in actions that are functionally identical to those taken for a newly-hired employee. The employee has a new PIE End Date generated and is enrolled in default benefits appropriate to those for the BELI under which the rehire is being made.

BELI Change

Service Request 17659 addresses two specific system modifications related to BELI changes:
1. The addition of an edit requiring that whenever the Assigned BELI is changed, the BELI Effective Date must also be changed, and

2. The establishment of a new PIE End Date and the appropriate initialization of benefits plans for which the employee is newly-eligible as the result of a change to the Assigned BELI.

The latter modification is only made for cases where the BELI changes to one that confers a greater level of benefits eligibility, in other words, when the Assigned BELI is changed to a lower number. The system already correctly handles the benefits de-enrollments required when the BELI changes in the other direction, to a lesser level of benefits eligibility.

In considering benefits plans as the result of a BELI change, each plan is treated separately and independently for the presence of active coverage. For a BELI Change, active coverage for a benefit plan is defined as

The employee having an active plan enrollment or Opt Out with a coverage end date on or after the new BELI Effective Date. Note that for BELI Changes, a plan with a coverage end date of 01/01/0001 is, by definition, active indefinitely.

Active coverage in, for example, a medical plan blocks any changes to the medical plan, but does not affect changes to other plans for which the new BELI confers eligibility. Each plan must be considered separately.
DIFFERENCES FROM REQUIREMENTS

1. In section (f), top of page 8, which is "Other benefits" for an employee being rehired into BELI ‘4’ and in section (e), bottom of page 9, which is "Other benefits" for an employee being rehired into BELI ‘5’:
   - add Supplemental Life Insurance Salary Base (EDB 0275) to the list of elements being initialized in the second bullet in each section, and
   - add Supplemental Disability Salary Base (EDB 0232) to the list of elements being initialized in the fourth bullet in each section.

2. During the implementation of this process, it was noted that the requirements did not address the situation of a “post-dated” rehire, one where processing of the rehire is being done after the calculated PIE End Date had been achieved. An addendum to the requirements covering this situation was received. The addendum specified that
   - The PIE End Date should be calculated based on the actual rehire date and established on the EDB, and
   - The employee should be enrolled in any standard default plans (Core Medical, Delta Dental, Vision Services Plan) with single party coverage and an effective date equal to the rehire date for which the employee’s BELI confers eligibility.

3. During the initial testing of the rehire process where the actual rehire date has not been achieved (where rehire date is later than today’s date), it was noted that the system would not allow the BELI Indicator value to be changed to a value other than ‘?’.
   - The rehired employee’s BELI Indicator should be allowed to be changed, based on existing conditions, and that the actual rehire date is later than today’s date (not achieved).

4. The ‘XC’ and ‘XD’ plan codes should be treated as though the employee has no active coverage in the associated plans.

5. When a rehired employee has active coverage in medical, dental, or vision, and has a BELI of ‘1’, the system should enroll that employee into the medical plan of ‘CM’ if the medical plan is blank, dental plan of ‘D1’ if the dental plan is blank, or vision plan of ‘VI’ if the vision plan is blank.
New Copymember

*CPWSXRHI*

This copymember will contain the Rehired Employee Active/Non-active Coverage Flag for usage in the EDB File Maintenance Process.
Program Changes

PPEC102
This program processes Medical Insurance.

Rehires:
The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, including a plan code of ‘XX’ (indicating an Opt-out) for medical, dental, or vision insurance, no medical enrollment modifications should be made, except for the following exception

If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the medical plan code is blank, the employee will be enrolled into the medical plan of ‘CM’.

If the employee does not have any active coverage, then:

If the Assigned BELI (EDB 0360) is a ‘1’, ‘2’, ‘3’, or ‘4’:

- Set the Medical Plan (EDB 0292) to “DM” unless the calculated PIE End Date has already passed, in which case the Medical Plan should be set to “CM”
- Set the Medical Coverage Code (EDB 0293) to “U”
- Set the Medical Plan Coverage Effective Date (EDB 0294) to the Most Recent Hire Date (EDB 0113)
- Set the Medical Employee Coverage Effective Date (EDB 0454) to the Most Recent Hire Date (EDB 0113)
- Set the Medical Plan Coverage End Date (EDB 0300) to 01/01/0001
- Set the Medical Opt Out Indicator (EDB 0377) to a space
- For each dependent of the employee
  - Set the Medical Dependent Coverage Effective Date (EDB 0639) to 01/01/0001
  - Set the Medical Dependent Coverage End Date (EDB 0659) to 01/01/0001

If the Assigned BELI (EDB 0360) is a ‘5’

- Set the Medical Plan (EDB 0292) to spaces.
- Set the Medical Coverage Code (EDB 0293) to spaces
- Set the Medical Plan Coverage Effective Date (EDB 0294) to 01/01/0001
- Set the Medical Employee Coverage Effective Date (EDB 0454) to 01/01/0001
- Set the Medical Plan Coverage End Date (EDB 0300) to 01/01/0001
- Set the Medical Opt Out Indicator (EDB 0377) to spaces
- For each dependent of the employee
  - Set the Medical Dependent Coverage Effective Date (EDB 0639) to 01/01/0001
  - Set the Medical Dependent Coverage End Date (EDB 0659) to 01/01/0001
BELI Change

When the BELI is changed per the following table and there is no active medical coverage (as defined earlier), the following medical enrollment should be made:

<table>
<thead>
<tr>
<th>Old BELI</th>
<th>New BELI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>1, 2 or 3</td>
</tr>
<tr>
<td>5</td>
<td>1, 2, 3 or 4</td>
</tr>
</tbody>
</table>

- Set the Medical Plan (EDB 0292) to “DM”
- Set the Medical Coverage Code (EDB 0293) to “U”
- Set the Medical Plan Coverage Effective Date (EDB 0294) to the BELI Effective Date (EDB 0341)
- Set the Medical Employee Coverage Effective Date (EDB 0454) to the BELI Effective Date (EDB 0341)
- Set the Medical Opt Out Indicator (EDB 0377) to a space
- For each dependent of the employee
  - Set the Medical Dependent Coverage Effective Date (EDB 0639) to 01/01/0001
  - Set the Medical Dependent Coverage End Date (EDB 0659) to 01/01/0001

PPEC103

PPEC103 processes AD&D Insurance.

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. For a rehire without any active coverage the AD&D fields will be initialized as follows:

- Set the AD&D Principal Sum (EDB 0280) to zero
- Set the AD&D Coverage (EDB 0281) to spaces
- Set the AD&D Effective Date (EDB 0282) to 01/01/0001

No AD&D changes are made for a rehire with active coverage or for a BELI change.

PPEC104

PPEC104 processes Supplemental Life Insurance.

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. For a rehire without any active coverage, Supplemental Life Insurance fields will be initialized as follows:

- Set the Supplemental Life Coverage Code (EDB 0276) to spaces
- Set the Supplemental Life Effective Date (EDB 0277) to 01/01/0001

Note that the Supplemental Life Insurance Salary Base (EDB 0275) will be either set to zero or re-derived by module PPEI720 depending upon the employee’s eligibility for Supplemental Life Insurance.

No Supplemental Life Insurance changes are made for a rehire with active coverage or for a BELI change.
PPEC105

PPEC105 processes Dependent Life Insurance.

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. For a rehire without any active coverage, Dependent Life Insurance fields will be initialized as follows:

- Set the Dependent Life Coverage Code (EDB 0278) to spaces
- Set the Dependent Life Effective Date (EDB 0188) to 01/01/0001

No Dependent Life Insurance changes are made for a rehire with active coverage or for a BELI change.

PPEC106

PPEC106 processes Supplemental Disability.

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. For a rehire without any active coverage, the Supplemental Disability fields will be initialized as follows:

- Set the Supplemental Disability Waiting Period (EDB 0231) to zero
- Set the Supplemental Disability Effective Date (EDB 0233) to 01/01/0001

Note that the Supplemental Disability Salary Base (EDB 0232) will be either set to zero or re-derived by module PPEI720 depending upon the employee’s eligibility for Supplemental Disability.

No Supplemental Disability changes are made for a rehire with active coverage or for a BELI change.

PPEC112

This program edits the PIE.

Rehire

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. For rehired employees with no active coverage, a new PIE End Date will be calculated as 30 days after the Most Recent Hire Date (EDB 0113). Note that the length of the PIE is defined by the value of System Parameter 075, currently 30.

PPEC115

This program edits Dental Insurance.

Rehires:

The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, including a plan code of ‘XX’ (indicating an Opt-out) for medical, dental, or vision insurance, no dental enrollment modifications should be made, except for the following:

- If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the dental plan code is blank, the employee will be enrolled into the dental plan of ‘D1’.
If the employee does not have any active coverage, then:

If the Assigned BELI (EDB 0360) is a ‘1’:
- Set the Dental Plan (EDB 0272) to “DD” unless the calculated PIE End Date has already passed, in which case the Dental Plan should be set to “D1”
- Set the Dental Coverage Code (EDB 0273) to “U”
- Set the Dental Plan Coverage Effective Date (EDB 0274) to the Most Recent Hire Date (EDB 0113)
- Set the Dental Employee Coverage Effective Date (EDB 0455) to the Most Recent Hire Date (EDB 0113)
- Set the Dental Plan Coverage End Date (EDB 0271) to 01/01/0001
- Set the Dental Opt Out Indicator (EDB 0378) to a space
- For each dependent of the employee
  - Set the Dental Dependent Coverage Effective Date (EDB 0640) to 01/01/0001
  - Set the Dental Dependent Coverage End Date (EDB 0656) to 01/01/0001

If the Assigned BELI (EDB 0360) is a ‘2’, ‘3’, ‘4’, or ‘5’
- Set the Dental Plan (EDB 0272) to a space
- Set the Dental Coverage Code (EDB 0273) to spaces
- Set the Dental Plan Coverage Effective Date (EDB 0274) to 01/01/0001
- Set the Dental Employee Coverage Effective Date (EDB 0455) to 01/01/0001
- Set the Dental Plan Coverage End Date (EDB 0271) to 01/01/0001
- Set the Dental Opt Out Indicator (EDB 0378) to a space
- For each dependent of the employee
  - Set the Dental Dependent Coverage Effective Date (EDB 0640) to 01/01/0001
  - Set the Dental Dependent Coverage End Date (EDB 0656) to 01/01/0001

**BELI Change**

When the BELI is from a ‘2’, ‘3’, ‘4’, or ‘5’ to a ‘1’ and there is no active *dental* coverage (as defined earlier), the following dental enrollment should be made:
- Set the Dental Plan (EDB 0272) to “DD”
- Set the Dental Coverage Code (EDB 0273) to “U”
- Set the Dental Plan Coverage Effective Date (EDB 0274) to the BELI Effective Date (EDB 0341)
- Set the Dental Employee Coverage Effective Date (EDB 0455) to the BELI Effective Date (EDB 0341)
- Set the Dental Plan Coverage End Date (EDB 0271) to 01/01/0001
- Set the Dental Opt Out Indicator (EDB 0378) to a space
- For each dependent of the employee
  - Set the Dental Dependent Coverage Effective Date (EDB 0640) to 01/01/0001
  - Set the Dental Dependent Coverage End Date (EDB 0656) to 01/01/0001

**PPEC120**

This program edits Vision Insurance

**Rehires:**
The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. If the employee has *active coverage* (as defined earlier) in medical, dental, vision, or legal insurance, including a plan code of ‘XX’ (indicating an Opt-out) for medical, dental, or vision insurance, no vision enrollment modifications should be made, except for the following:
If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the vision plan code is blank, the employee will be enrolled into the vision plan of ‘VI’.

If the employee does not have any active coverage, then:

If the Assigned BELI (EDB 0360) is a ‘1’:
- Set the Vision Plan (EDB 0347) to “DV” unless the calculated PIE End Date has already passed, in which case the Vision Plan should be set to “VI”
- Set the Vision Coverage Code (EDB 0348) to “U”
- Set the Vision Plan Coverage Effective Date (EDB 0349) to the Most Recent Hire Date (EDB 0113)
- Set the Vision Employee Coverage Effective Date (EDB 0456) to the Most Recent Hire Date (EDB 0113)
- Set the Vision Plan Coverage End Date (EDB 0346) to 01/01/0001
- Set the Vision Opt Out Indicator (EDB 0379) to a space
- For each dependent of the employee
  - Set the Vision Dependent Coverage Effective Date (EDB 0641) to 01/01/0001
  - Set the Vision Dependent Coverage End Date (EDB 0657) to 01/01/0001

If the Assigned BELI (EDB 0360) is a ‘2’, ‘3’, ‘4’, or ‘5’
- Set the Vision Plan (EDB 0347) to a space
- Set the Vision Coverage Code (EDB 0348) to spaces
- Set the Vision Plan Coverage Effective Date (EDB 0349) to 01/01/0001
- Set the Vision Employee Coverage Effective Date (EDB 0456) to 01/01/0001
- Set the Vision Plan Coverage End Date (EDB 0346) to 01/01/0001
- Set the Vision Opt Out Indicator (EDB 0379) to a space
- For each dependent of the employee
  - Set the Vision Dependent Coverage Effective Date (EDB 0641) to 01/01/0001
  - Set the Vision Dependent Coverage End Date (EDB 0657) to 01/01/0001

BELI Change
When the BELI is from a ‘2’, ‘3’, ‘4’, or ‘5’ to a ‘1’ and there is no active vision coverage (as defined earlier), the following vision enrollment should be made:
- Set the Vision Plan (EDB 0347) to “DV”
- Set the Vision Coverage Code (EDB 0348) to “U”
- Set the Vision Plan Coverage Effective Date (EDB 0349) to the BELI Effective Date (EDB 0341)
- Set the Vision Employee Coverage Effective Date (EDB 0456) to the BELI Effective Date (EDB 0341)
- Set the Vision Plan Coverage End Date (EDB 0346) to 01/01/0001
- Set the Vision Opt Out Indicator (EDB 0379) to a space
- For each dependent of the employee
  - Set the Vision Dependent Coverage Effective Date (EDB 0641) to 01/01/0001
  - Set the Vision Dependent Coverage End Date (EDB 0657) to 01/01/0001

PPEC121
This program edits Legal Insurance
Rehires:
The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, including a plan code of ‘XC’ (Cancelled) for medical, dental, or vision insurance, no legal enrollment modifications should be made.

If the employee does not have any active coverage, then, regardless of the BELI value:
- Set the Legal Plan (EDB 0353) to spaces
- Set the Legal Coverage Code (EDB 0354) to spaces
- Set the Legal Plan Coverage Effective Date (EDB 0355) to 01/01/0001
- Set the Legal Employee Coverage Effective Date (EDB 0457) to 01/01/0001
- Set the Legal Plan Coverage End Date (EDB 0380) to 01/01/0001
- For each dependent of the employee
  - Set the Legal Dependent Coverage Effective Date (EDB 0642) to 01/01/0001
  - Set the Legal Dependent Coverage End Date (EDB 0658) to 01/01/0001

BELI Change
When the BELI is from a ‘2’, ‘3’, ‘4’, or ‘5’ to a ‘1’ and there is no active legal coverage (as defined earlier), the legal fields should be initialized as follows:
- Set the Legal Plan (EDB 0353) to spaces
- Set the Legal Coverage Code (EDB 0354) to spaces
- Set the Legal Plan Coverage Effective Date (EDB 0355) to 01/01/0001
- Set the Legal Employee Coverage Effective Date (EDB 0457) to 01/01/0001
- Set the Legal Plan Coverage End Date (EDB 0380) to 01/01/0001
- For each dependent of the employee
  - Set the Legal Dependent Coverage Effective Date (EDB 0642) to 01/01/0001
  - Set the Legal Dependent Coverage End Date (EDB 0658) to 01/01/0001

PPEC705
Currently, this module edits the employee’s medial plan data and the dependent’s medical plan data.
This module will be changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED (EDB 0639) has changed.

In addition, if the rehired employee’s medical PCED (EDB 0294) has changed, the employee’s ECED (EDB 0454) will be set equal to the medical PCED.

PPEC706
Currently, this module edits the employee’s dental plan data and the dependent’s dental plan data.
This module will be changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED (EDB 0640) has changed.

In addition, if the rehired employee’s dental PCED (EDB 0274) has changed, the employee’s ECED (EDB 0455) will be set equal to the dental PCED.
**PPEC707**

Currently, this module edits the employee’s vision plan data and the dependent’s vision plan data.

This module will be changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION ATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED (EDB 0641) has changed.

In addition, if the rehired employee’s vision PCED (EDB 0348) has changed, the employee’s ECED (EDB 0456) will be set equal to the vision PCED.

**PPEC708**

Currently, this module edits the employee’s legal plan data and the dependent’s legal plan data.

This module will be changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION ATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED (EDB 0642) has changed.

In addition, if the rehired employee’s legal PCED (EDB 0355) has changed, the employee’s ECED (EDB 0457) will be set equal to the vision PCED.

**PPEI315**

Currently, PPEI315 updates the Future Coverage Benefits Table (FCB) for medical, dental, vision, and legal whenever there is a change to any of the medical, dental, vision, or legal plan data.

This module will be changed to not update the medical plan data on the FCB Table when all medical plan data are initial values. Similar logic will be included to not update the dental, vision, and legal plan data on the FCB Table when the associated plan data are initial values. Logic will be added to insert a new FCB record with an Enrollment Reason Code of ‘RH’ for rehired employees with no active coverage, rather than changing the existing FCB record on an associated plan with a new Coverage End Date of 1 day prior to the new PCED for rehire employees.

In addition, logic will be added to make the PCED value equal to the Hire Date (EDB 0113) on the new FCB record when the employee is a rehire, no active coverage, and the PCED has not changed on the associated plan.

**PPEI340**

Currently, this module derives the Medical Coverage End Date, Dental Coverage End Date, and Vision Coverage End Date when a change in the employee’s BELI causes ineligibility.

This module will be changed to not overlay the current coverage end dates in medical, dental, or vision for a rehire employee.

**PPEI720**

PPEI720 perform Supplemental Life and Supplemental Disability Salary Base Derivation.
The existing calculations already in the program are not impacted. This new logic simply screens the incoming transaction to determine if a re-calculation or initialization is needed.

**Rehires:**
The value in the Rehired Employee Active/Non-active Coverage Flag in EXTERNAL copymember CPWSXRHI will determine whether the rehired employee has any active coverage in medical, dental, vision, or legal insurance. If the employee has active coverage (as defined earlier) in medical, dental, vision, or legal insurance, including a plan code of ‘XX’ (indicating an Opt-out) for medical, dental, or vision insurance, no salary base derivations should be made. If the employee does not have any active coverage, then:

If the Assigned BELI (EDB 0360) is a ‘1’:
- Re-derive the Supplemental Life Insurance Salary Base (EDB 0275)
- Re-derive the Supplemental Disability Salary Base (EDB 0232)

If the Assigned BELI (EDB 0360) is a ‘2’, or ‘3’:
- Re-derive the Supplemental Life Insurance Salary Base (EDB 0275)
- Set the Supplemental Disability Salary Base (EDB 0232) to zero

If the Assigned BELI (EDB 0360) is a ‘4’, or ‘5’:
- Set the Supplemental Life Insurance Salary Base (EDB 0275) to zero
- Set the Supplemental Disability Salary Base (EDB 0232) to zero

**BELI Change**
When the BELI is from a ‘2’, ‘3’, ‘4’, or ‘5’ to a ‘1’:
- Re-derive the Supplemental Life Insurance Salary Base (EDB 0275)
- Re-derive the Supplemental Disability Salary Base (EDB 0232)

When the BELI is from a ‘4’, or ‘5’ to a ‘2’ or a ‘3’:
- Re-derive the Supplemental Life Insurance Salary Base (EDB 0275)
- Set the Supplemental Disability Salary Base (EDB 0232) to zero

**PPEC140**
This program processes maintenance for Benefit Enrollment. It currently prevents an employee from selecting a medical plan or a medical opt-out unless the employee is presently in the Default Medical plan (DM). Editing logic will be changed to permit enrollment or opt-out if the employee is in DM or if the employee is presently enrolled in Core Medical (CM).

**PPEI204**
This program processes BELI change dates.

**BELI Changes:**
PPEI204 will be modified to calculate a new PIE End Date (EDB 0751) by adding the value of System Parameter 075 (currently 30) to the BELI-EFFECTIVE-DATE (EDB 0341) for non-rehired employees when the BELI changes from a higher numbered BELI to a lower numbered BELI (increasing eligibility for benefits).

**PPEM111**
This program calls PPPBELI to return the Derived BELI Ind (EDB 0375). In addition, this module sets the BELI Indicator to a value of ‘?’ based upon the following conditions:
IF SEPARATE-DATE NOT = XDTS-ISO-ZERO-DATE
AND SEPARATE-DATE < XDTS-ISO-FIRST-OF-MONTH-DATE
AND BELI-IND NOT = '?'
AND NOT KRMI-REQUESTED-BY-08

Two additional conditions will be added to prevent the Assigned BELI from being assigned a value of ‘?’ when there is a future Hire Date (where Hire Date is later than today’s date) and the Hire Date is prior to the Separation Date.

IF SEPARATE-DATE NOT = XDTS-ISO-ZERO-DATE
AND SEPARATE-DATE < XDTS-ISO-FIRST-OF-MONTH-DATE
AND HIRE-DATE < XDTS-ISO—DATE-TODAY
AND HIRE-DATE < SEPARATE-DATE
AND BELI-IND NOT = '?'
AND NOT KRMI-REQUESTED-BY-08

**PPWECEN**

This program controls the use of the ECEN screen, used by Central Offices to update various EDB data elements that are normally automatically derived by the system or which departmental users are not permitted to update directly.

The PIE End Date (EDB 0751) is being added to this screen. Normally, the PIE End Date is automatically calculated by the system, but there are occasions where mistakes in the entry of a Hire Date or BELI Effective Date cause the system to generate an incorrect PIE End Date. The ECEN screen will provide a mechanism for Central Offices to manually correct that date.
New Program

**PPEC160**

This program will be developed to determine whether a rehired employee has any active coverage in the medical, dental, vision, or legal plan. The most recent hire date will be compared against each associated Plan Coverage End Date. If the most recent hire date is prior to any of the associated Plan Coverage End Dates (medical, dental, vision, or legal), the employee is still considered as having active coverage. That is, active coverage in any one or more of the four benefits plans causes the employee to be treated as having active coverage for all benefits plan. The appropriate active coverage or no active coverage flag will be set in EXTERNAL copymember CPWSXRHI.

Note that this new module will be executed ahead of the medical edit module PPEC102, dental edit module PPEC115, vision edit module PPEC120, and legal edit module PPEC121.
CICS Maps (DGIPNL)

PPECENO

This map which defines the label fields and data fields for the ECEN screen will be modified such that the label field and data field associated with the PIE End Date (EDB 0751) will be included in this map.
RDO (Resource Definition On-line)

**PPEC160**

Batch RDO transactions will be created to update the on-line CSD for PPEC160.
CONTROL TABLE UPDATES:

System Messages Table
At the present time, changing the Assigned BELI (EDB 0360) without changing the BELI Effective Date (EDB 0341) causes message 08-335 (NO BELI EFF DATE PROVIDED, DATE WILL BE DERIVED) to be issued and the system derives an effective date. The Service Request specifies that this behavior should be changed and that the system should require entry of a BELI Effective Date whenever the Assigned BELI is changed. In support of this

- The severity level of message 08-335 will be changed to a value of ‘7’ (EMPLOYEE REJECT)
- The text of message 08-335 will be changed to ‘BELI EFFECTIVE DATE REQUIRED WHEN BELI IS CHANGED’
- The text of message 08-188 will be changed to ‘SUPPLEMENTAL DISABILITY DATA IS INCONSISTENT WITH ASSIGNED BELI’

Data Element Table
Existing data element 0751 will be allowed to be updateable from the ECEN screen. Existing data element 0113 will be updated to include a trigger value of ‘070’.

Processing Group Table
New module PPEC160 will be added to the Program ID of 08 and 12.

Routine Definition Table
New module PPEC160 will be defined on this table.