Service Request 80033

Correcting Plan Derivations Under Certain Circumstances When BELI is Retroactive

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Information Systems Support

Release 1386 implemented several changes to the process which derives benefits coverage during the rehire process and when the BELI is changed for continuing employees. One aspect of those changes involved checking the Period of Initial Eligibility End Date to determine whether the rehired employee should be set up with default plan codes for medical, dental, and vision (DM, DD, DV) or put into the core plans (CM, D1, VI). It has subsequently been determined that the PIE End Date should also be checked when the BELI is changed for a continuing employee to determine if the employee should be enrolled in default plans or core plans, as follows:

For a BELI change that is not part of the rehire process, when the BELI is changed to a 1, 2, or 3 and there is no active medical coverage, the system currently derives a Medical Plan Code (EDB 0292) value of 'DM'. This logic should be changed to check the new Period of Initial Eligibility (PIE) End Date (EDB 0751). If the PIE End Date is later than the actual current date, the system should assign a Medical Plan Code value of 'CM'.

For a BELI change that is not part of the rehire process, when the BELI is changed to a 1 and there is no active dental coverage, the system currently derives a Dental Plan Code (EDB 0272) value of 'DD'. This logic should be changed to check the new Period of Initial Eligibility (PIE) End Date (EDB 0751). If the PIE End Date is later than the actual current date, the system should assign a Dental Plan Code value of 'D1'.

For a BELI change that is not part of the rehire process, when the BELI is changed to a 1 and there is no active vision coverage, the system derives a Vision Plan Code (EDB 0347) value of 'DV'. This logic should be changed to check the new Period of Initial Eligibility (PIE) End Date (EDB 0751). If the PIE End Date is later than the actual current date, the system should assign a Vision Plan Code value of 'VI'.