This release addresses the following Service Request:

**Service Request 80033**

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 (PIE) 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 there is a change to the continuing employee’s Benefits Eligibility Level Indicator (BELI) such that the new BELI confers greater benefits eligibility. The PIE End Date should be compared against the actual current date to determine whether the continuing 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 value of 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 End Date (EDB 0751). If the PIE End Date is prior to 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 value of 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 prior to 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 value of 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 prior to the actual current date, the system should assign a Vision Plan Code value of ‘VI’.

**Programs**

PPEC102, PPEC115, PPEC120

The unmodified versions of PPEC102, PPEC115, and PPEC120 contained logic such that the PIE End Date is compared against the actual current date to determine whether to enroll the re-hired employee in the default plan codes for medical, dental, and vision (DM, DD, DV) or put into the core plans (CM, D1, VI).

That logic has been modified such that, regardless whether the employee is a rehired or continuing employee, the PIE End Date is compared against the actual current date to determine whether to enroll the employee in the default plan codes for medical, dental, and vision (DM, DD, DV) or put into the core plans (CM, D1, VI).

**Test Plan**

At UCOP tests were performed via the EINS screen of the on-line environment. Employees with an existing BELI (EDB 0360) value of ‘5’ with no medical, dental, and vision plan data were selected for the test. Campuses can replicate the following test cases. The expected results are as follows:

- **Modified versions of PPEC102, PPEC115, and PPEC120**

  When the BELI (EDB 0360) is changed to 3 and the BELI Effective Date (EDB 0341) is changed to ten days prior to today’s date, the employee is enrolled into the default medical plan code of ‘DM’. The derived PIE End Date (EDB 0751) is later than today’s date.

  When the BELI (EDB 0360) is changed to 2 and the BELI Effective Date (EDB 0341) is changed to ten days prior to today’s date, the employee is enrolled into the default medical plan code of ‘DM’. The derived PIE Date is later than today’s date.

  When the BELI (EDB 0360) is changed to 1 and the BELI Effective Date (EDB 0341) is changed to ten days prior to today’s date, the employee is enrolled into the default medical plan code of ‘DM’, default dental plan code of ‘DD’, and default vision plan code of ‘DV’. The derived PIE End Date is later than today’s date.

  When the BELI (EDB 0360) is changed to 3 and the BELI Effective Date (EDB 0341) is changed to thirty two days prior to today’s date, the employee is enrolled into the core medical plan code of ‘CM’. The derived PIE End Date (EDB 0751) is prior to today’s date.

  When the BELI (EDB 0360) is changed to 2 and the BELI Effective Date (EDB 0341) is changed to thirty two days prior to today’s date, the employee is enrolled into the core medical plan code of ‘CM’. The derived PIE Date is prior to today’s date.

  When the BELI (EDB 0360) is changed to 1 and the BELI Effective Date (EDB 0341) is changed to thirty two days prior to today’s date, the employee is enrolled into the core medical plan code of ‘CM’, core dental plan code of ‘D1’, and core vision plan code of ‘VI’. The derived PIE End Date is prior to today’s date.

**Installation Instructions**

1. Install the modified COBOL sources for PPEC102, PPEC115, and PPEC120.
2. DB2 pre-compile, compile and link Dual programs PPEC102, PPEC115, and PPEC120 into batch LOADLIB and on-line OLOADLIB.
3. Campuses can replicate the test cases above. Perform any desired additional campus testing.
4. Place modified objects in production.

**Timing of Installation**

The installation of this release is Urgent.

This release should be installed as soon as possible to prevent the EDB File Maintenance Process from enrolling a continuing employee into the default plans of ‘DM’, ‘DD’, and ‘DV’ when the Period of Initial Eligibility (PIE) End Date has already expired (prior to the actual current date).

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

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

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