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Re: Release: 1423
    Service Request: 14873
    Reference Release: 1397
    Error Reports: None
    Programs: PPP520, PPP530
    Copymembers: None
    Include Members: None
    DDL Members: None
    Bind Members: None
    CICS Maps: None
    Forms: None
    Table Updates: System Parameter Table, System Message Table
    Urgency: Not Urgent

Service Request 14873

Service Request 14873 requires that the Distribution of Payroll Expense process be provided with an option to prevent the issuance of Staff benefits offsets (Medical Dental, Vision) when the contributions are related to the default FAU assignment process identified in Release 1397. Specifically, when the source of the assigned FAU is the prior month’s Transfer of Expense (TOE) file, the Staff benefit offset for the Medical, Dental, and Vision benefits will not be issued. Therefore, the department FAU is charged for these benefit amounts.

System Parameter #162 (previously unassigned) will now determine if these benefit assignments are to continue to receive “staff” offset relief. When System Parameter 162 is zero, the benefits will continue to be offset as per normal funding eligibility (see Fund Group Table, Grouping Definition “BNOFFSET”). Otherwise (System Parameter 162 is non-zero), then the departmental offset relief for the medical, dental, or vision benefits will be prevented.

Release 1397, via program PPP520, established the following hierarchy of benefit FAU sources when no eligible payment FAU could be established for the employee. This release will modify the DOS assignment during this default FAU determination.

1. When FBA records are present for the employee, they will be retrieved and the uncharged benefit amount will be prorated to the FBA entries. The DOS value “YYY” will be assigned and these entries will always receive benefit offsets as per eligible funding determination.

2. When no FBA records are present but a marginally eligible payment FAU has been encountered for the employee, the FAU will be charged the remaining benefit amount and the DOS value of that payment will be used. These entries will also receive benefit offsets as per eligible funding determination.

3. When neither FBA records nor a marginally eligible payment FAU is present, the process will retrieve the prior month’s expense charges from the TOE Table and the uncharged benefit amount will be prorated among the FAU on these TOE
records. For these entries, when System Parameter 162 is non-zero and funding indicates benefit offset relief (Fund Group Table), then the DOS value will be set to “ZZZ” which will prohibit the issuance of offset relief for the medical, dental, and vision benefit portion of the entry. Conversely, when System Parameter 162 is zero or the funding does not indicate benefit offset, then the DOS value will be retrieved from the TOE record.

4. When neither FBA records, nor a marginally eligible payment FAU, nor eligible TOE records are present, the process will charge the remaining benefit amount to the Miscellaneous Benefits Account (CPWSXIC5). These records will continue to be assigned a DOS value of “ZZZ”.

During processing by PPP530, Medical (including Core Medical), Dental, and Vision benefits associated with DOS ZZZ entries will be accumulated for the department. At change of department unit, when the normal benefit total is recharged to the staff benefit FAU and the department is credited, the recharged benefit amount will be reduced by the DOS ZZZ accumulated total for the medical, dental, and vision amounts. Therefore, the department will incur the full expense of the DOS ZZZ medical, dental, and vision benefits.

**Programs**

**PPP520**

When no eligible payment has been entered for the employee, PPP520 will assign an FAU benefit source to the employee’s Expense Distribution Work (EDW) record as follows:

1. When FBA records are present for the employee, they will be retrieved and the uncharged benefit amount will be prorated to the FBA entries. The DOS value “YYY” will be assigned.

2. When no FBA records are present but a marginally eligible payment FAU has been encountered for the employee, the FAU will be charged the remaining benefit amount and the payment’s DOS will be assigned to the entry.

3. When neither FBA records nor a marginally eligible payment FAU is present, the process will retrieve the employee’s prior month’s expense charges from the TOE Table and the uncharged benefit amount will be prorated among the TOE records. Each FAU so charged will be examined. When System Parameter 159 is non-zero (indicates the campus utilizes staff benefits offsets) and System Parameter 162 (new) is non-zero (prevent benefit offset for TOE default FAU) and the FAU would otherwise be eligible for benefit offset (determined by PPFAU018 selection of Fund Group Table specifying Fund Grouping “BNOFFSET”), the DOS value “ZZZ” will be assigned (rather than the TOE entry DOS value).

4. When neither FBA records, nor a marginally eligible payment FAU, nor eligible TOE records are present, the process will charge the remaining benefit amount to either the Miscellaneous Benefits FAU (CPWSXIC5) or the UCI Benefits Default FAU (CPWSXIC5) when the employee’s UCI Leave Dates are within the process month. In either case, DOS value “ZZZ” will be assigned.

**PPP530**

At the lowest break point level (change of Sub Account in UCOP base FAU) of PPP530, General Ledger (GL) entries are issued for accumulated gross earnings.

At the middle break point level, i.e., “department” (change of Location/Account/CC/Fund/PC in UCOP base FAU) GL entries are issued for accumulated benefits. During this mid-level break process, after all individual benefits have been charged to the departmental FAU, the funding is examined for staff benefit relief eligibility by PPFAU018. When applicable, the total of all benefits is then credited back to the department and instead, charged to the associated staff benefit FAU (determined by PPFAU106). During this process the total Medical, Dental, and Vision benefits contained on DOS ZZZ entries for the department will be subtracted from the amount of the relief. Thus, the departmental FAU will remain charged for these DOS ZZZ benefits. For each department affected, the benefit amount withheld from relief will be displayed on the PPP5302 detail report for that
department. These withheld benefit relief totals will be displayed by Benefit Type/Object Code (i.e., Health, Core Medical, Dental, Vision) under the sub-heading “STAFF BENEFITS CHARGED TO DEPARTMENT (DOS ZZZ)”.

At the final break point level, i.e., “Location”, the Location’s 5302 Final Summary Page will be amended to include display the withheld benefit relief totals. These totals will be identified by the title “STAFF BENEFITS CHARGED TO DEPARTMENT (DOS ZZZ)” and will include separate totals (when non-zero) by Object Code for Medical, Core Medical, Dental, and Vision benefits for each Funding Range specified in the “BNOFFSET” portion of the Fund Group Table.

Note that these displayed totals only include those DOS ZZZ benefits which were withheld from the staff benefit relief. That is, those DOS ZZZ benefits charged directly to the Miscellaneous Benefit FAU (CPWSXIC5) are excluded from the totals. Additionally, DOS ZZZ benefits other than medical, dental and vision are excluded because departmental relief was issued for these eligible benefits.

Note that the new Location DOS ZZZ display section will be shown immediately following the section titled “TOTAL BENFFIT CHARGES BY OBJECT CODE, STATE GENERAL”. It should be noted that the benefits identified in this “STATE GENERAL” section are defined by Grouping Definition “GENFUNDS” on the Fund Group Table and these Fund Ranges may or may not overlap with those staff benefit offset ranges identified by “BNOFFSET”.

**Table Updates**

**System Parameter Table**

The update transaction in file CARDLIB (PRMPROD) and the completed facsimile form UPAY559 are provided to update new Parameter #162. Refer to Installation Instructions.

**System Message Table**

The update transactions in file CARDLIB (MSGPROD) and the completed facsimile form UPAY554 are provided for new and changed messages associated with the release.

**Test Plan**

A complete test plan is provided with this release. Campuses are encouraged to use the base system test materials, as well as performing any other desired local tests.

**Installation Instructions**

Installation Instructions are provided as a separate document.

**Timing of Installation**

The installation of this release is not urgent. As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

Please address questions or comments via electronic mail to Jim.Tuohig@ucop.edu or call (510) 987-0741.

Jim Tuohig

cc: Jerry Wilcox