**Introduction**

Flexible Spending Accounts (FSA) were established in 1986 under Section 125 of Internal Revenue Service (IRS) code. Accounts can be established up to $5,000 to pay for IRS recognized expenses. The two most common plans utilized by organizations are DepCare, which covers expenses associated with caring for dependents while employees are at work (childcare, aging parents, disabled spouse) and Medical Spending Account which covers expenses associate care (medicines, glasses, co-payments and orthodontia).

In 1988 the University initiated an in-house MedPlus plan. Low participation (2,032 members) led to the termination of MedPlus. At the time, benefits were less costly, so the plan was not regarded as a great money saver. With the recent escalation of health co-payments and premiums, interest was renewed in Flexible Spending Accounts. The Health Care Reimbursement Account (HCRA) will cover the growing costs not covered by medical plans.

The implementation of HIPAA and the emphasis on personal and confidential information, made the University recognize that it did not want to administer flexible spending accounts. It was determined that HIPAA requirements could best be met by outsourcing all Flexible Spending Accounts. A task force was formed to review FSA options. The task force solicited, reviewed and scored bids by seven vendors. It was eventually recommended that SHPS of Louisville, KY be selected as the vendor to administer both DepCare and the new Health Care Reimbursement Account. Associate Vice-Chancellor Judy Boyette endorsed the recommendation and authorized the University to enter into an agreement with SHPS.

The outsourced Flexible Spending Accounts will be implemented on January 1, 2003.

Under the Health Care Reimbursement Account (HCRA) rules, the employee enters into an irrevocable salary reduction agreement for a plan year (January 1 – December 31). The agreement is for an annual amount. As of the start date of the agreement, a participant is eligible to make claims up to the full amount of the agreement. Any unused funds revert to the plan, not to the employee.

Employees must have an assigned Benefits Eligibility Level Indicator (BELI) of 1, 2, 3 or 4 to be initially eligible for HCRA. An employee does not automatically lose eligibility when moving to BELI 5. The change to BELI 5 is a qualifying event that allows the employee to withdraw from the plan if so desired.

All HCRA agreements will be effective on the first of a month. Newly eligible employees may enroll during an Initial Period of Eligibility that corresponds to the 31-day period for other benefit plans. The plan will be effective on the first of the month following enrollment SO LONG AS PAYROLL DEADLINES are met. Electronic enrollments will enforce a cutoff date and time of 3 PM on the 20th of the month for enrollment the first of the next month. The electronic enrollment application will calculate the number of months remaining in the plan year and pass both the annual amount and the monthly amount of the agreement to the Payroll System.
**DDL Members for DB2 Changes**

**Employee Benefits Table (PPPBEN):**
The PPPBEN table will be modified to contain a new column for HCRA Termination Date.

```sql
HCRA_TERM_DATE       DATE NOT NULL,
```

The standard DDL members defining the table and views for the PPPBEN table will be modified to include the two new columns.

- TBBEN00C
- PPPVZBEN
- PPPVBEN1
- PPPVBEN2

In addition, the DDL member for program specific view PPPV400A_BEN will be modified to include the HCRA_TERM_DATE column.

- PPPV400A

**NOTE:** these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.
Includes

**PPPVBN1:**
The new column HCRA_TERM_DATE will be added to this Include for the PPPBEN table.

*NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.*

**PPPVBN2:**
The new column HCRA_TERM_DATE will be added to this Include for the PPPBEN table.

*NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.*

**PPPVZBN:**
The new column HCRA_TERM_DATE will be added to this Include for the PPPBEN table.

*NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.*

**PPPV400A:**
The new column HCRA_TERM_DATE will be added to this program specific Include for the PPPBEN table.

*NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.*
Programs

PPBENCHG
PPBENCHG is part of the standard PPS fetch complex for the PPPBEN table.

It will be modified to process the new column for HCRA Termination Date.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPBENFET
PPBENFET is part of the standard PPS fetch complex for the PPPBEN table.

It will be modified to process the new column for HCRA Termination Date.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPBENUPD
PPBENUPD is part of the standard PPS fetch complex for the PPPBEN table.

It will be modified to process the new column for HCRA Termination Date.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPBENUTW
PPBENUTW is part of the standard PPS fetch complex for the PPPBEN table.

It will be modified to process the new column for HCRA Termination Date.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPBENUT2
PPBENUT2 is part of the standard PPS fetch complex for the PPPBEN table.

It will be modified to process the new column for HCRA Termination Date.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPDXBENI
PPDXBENI creates the Benefit text for the Employee Documents application. It will be modified to create a text line displaying the HCRA Annual Amount and HCRA Monthly Amount. See Attachment F in the requirements document SR 80238 Health Care Reimbursement Account for a sample of the text location.

NOTE: these modifications must be coordinated with those required by SR 80134 Four-Tier Benefit Plan Coverage, SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program.

PPEA006
PPEA006 performs Separation edits during explicit EDB Maintenance. It will be modified to set the HCRA Termination Date based on the Separation Date.

A termination date will be derived as the last day of the month following the month of separation. If the derived date is a later calendar year than the current date, the derived date will be set to December 31 of the current year. If the HCRA Termination Date is initial values, or it is greater than the derived date, the HCRA Termination Date will be set to the derived date.

Note that the other HCRA data is not modified at this time.

**PPEC140**

PPEC140 is executed during the PPP130 IVR special process to edit transaction results. It performs the edits on prior and updated EDB rows.

It will be modified to edit the new HCRA GTN 338 related data read from the IVR X1 transaction.

If the employee’s BELI Code is not 1, 2, 3 or 4, the transaction data will be rejected, i.e. the prior EDB data will be restored.

If the employee’s current GTN 338 U Balance is already greater than zero, the transaction will be rejected, i.e. the prior EDB data will be restored.

If the transaction is accepted, a Declining Balance (GTN 338 D Balance) will be created equal to the HCRA Annual Amount (GTN 338 U Balance).

**NOTE:** these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.

**PPEM107**

PPEM107 performs I4 Separation implied maintenance during Monthly Periodic Maintenance. It will be modified to set the HCRA Termination Date based on the Separation date during I4 Separation.

A termination date will be derived as the last day of the month of separation. If the HCRA Termination Date is initial values, or it is greater than the derived date, the HCRA Termination Date will be set to the derived date.

Note that the other HCRA data is not modified at this time.

**PPESTEDB**

PPESTEDB is executed during the PPP130 IVR special process to read transactions from the PPPEST table which contains the daily IVR transaction images. It is coded to recognize various transaction types within the transaction images, including the X1 transactions. It is further coded to recognize specific data element numbers and check digits on those X1 transactions, and perform processes appropriate for the data element.

It will be modified to recognize the new GTN HCRA Monthly Amount (GTN 338 G Balance) in the first data element field on an X1 transaction, and perform HCRA related edits. The HCRA Effective Date (GTN 338 Effective Date) will be expected in the second data element field on the X1 transaction. The HCRA Annual Amount (GTN 338 U Balance) will be expected in the third data element field on the X1 transaction. The values passed from IVR will be presumed to be valid numeric and date data. The passed IVR values will be presumed correct, per the edits described in Section 3.5.1 of the requirements document SR 80238 Health Care Reimbursement Account. The only edits will occur in PPEC140.

See modified copymember CPWSXEST for the new X1 transaction format for the HCRA data.
NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPESTREJ
PPESTEDB is executed during the PPP130 IVR special process to report rejected transactions from the PPPEST table which contains the daily IVR transaction images. It is coded to recognize various transaction types within the transaction images, including the X1 transactions. It is further coded to recognize specific data element numbers and check digits on those X1 transactions, and perform processes appropriate for the data element.

It will be modified to recognize the new GTN HCRA Annual Amount (GTN 338 U Balance) in the first data element field on an X1 transaction, and perform HCRA related formatting for the output report.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

PPIIVR
PPIIVR performs the EDB extract for IVR processing. PPIIVR will be modified to select the HCRA Annual Amount (GTN 338 U Balance) from the PPPDBL table and the HCRA Termination Date from the PPPBEN table and move them to the employee record. Additionally, the HCRA Monthly Amount (GTN 338 G Balance) and HCRA Effective Date (GTN 338 Effective Date) will be selected from the PPPDBL and PPPBRS tables respectively, and included in Group 9 of the deduction file.

See copymember CPWSIVRE for the new field locations on the employee record.

NOTE: these modifications must be coordinated with those required by SR 80134 Four-Tier Benefit Plan Coverage, SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program.

PPI730
PPI730 performs the EDB extract for the UCRS interface file.

It will be modified to add a new Plan Code 51, and to associate new HCRA GTN 338 with that plan. Array sizes for both plans and GTN’s must be incremented by 1.

NOTE: these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.

PPI740
PPI740 performs the EDB extract for the UCRS interface file.

It will be modified to add a new Plan Code 51, and to associate new HCRA GTN 338 with that plan. Array sizes for both plans and GTN’s must be incremented by 1.

NOTE: these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.

PPNETDTK
PPNETDTK is called during the Compute to calculate deductions to be taken.

It will be modified to perform edits for suspended HCRA deductions. If employee is on leave without pay and not on family leave, and there is not sufficient net pay to take the HCRA deduction, a HCRA Termination Date will be derived as the last day of the month of the pay period end date. The deduction will be retained as “not taken” in order to maintain a record of the action on the PAR.
Copymember CPLNKNET will require modification to include the necessary leave information and the HCRA Termination Date.

**PPNETUPD**
PPNETUPD is called during the Compute to perform certain update routines

A new update routine 61 will be defined for HCRA calculations. GTN 338 will be defined with this update routine.

The routine will perform implied maintenance on HCRA data if a non-zero suspended balance is created for GTN 338.

The suspended amount will be set to zero in any case. If the Employment Status is “N” (Leave Without Pay) and the Leave of Absence Type Code is **not** “15” (FMLA), the HCRA Termination Date will be derived as the last day of the month of the pay period end date. Note that the other HCRA data is not modified at this time (see new program PPEG338).

**NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base and SR 80134 Four-Tier Benefit Plan Coverage.**

**PPNTBENE**
PPNTBENE creates the Benefit text for both the CICS and Web PAN applications.

It will be modified to create a text line displaying the HCRA Annual Amount and HCRA Monthly Amount in the CICS PAN text data array.

It will be modified to create an html line displaying HCRA Annual Amount, HCRA Monthly Amount, HCRA Effective Date and HCRA Termination Date in the Web PAN data array. See Attachments D and E in the requirements document *SR 80238 Health Care Reimbursement Account* for samples of the text and location.

**NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program.**

**PPP050**
PPP050 performs initial value range edits the batch EDB Update process. It currently only allows a U Balance for the defined 403b GTN

It will be modified to also accept a HCRA U Balance (GTN 338) for the required HCRA Annual Amount.

**PPP400**
PPP400 is a main driver program for the Compute process.

It will be modified to move the Leave of Absence code and HCRA Termination Date to the linkage defined by copymember CPLNKNET for use by modified program PPNETDTK.

Copymember CPLNKNET will require modification to include the necessary leave information and the HCRA Termination Date.

**NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base and SR 80134 Four-Tier Benefit Plan Coverage.**

**PPP711**
PPP711 creates the CPS/BCS Employee File.

It will be modified to select HCRA data and code new HCRA fields defined on the Employee Record.
If the HCRA Monthly Amount (GTN 338 G Balance) is greater than zero, a “Y” will be moved to the Health Care Reimbursement Account Indicator. Otherwise an “N” will be moved to the field.

The HCRA Year-to-Date Amount (GTN 338 Y Balance) will be moved to the HCRA Year-to-Date Deductions field. This move will occur regardless of the value of the Health Care Reimbursement Account Indicator.

The HCRA Annual Amount (GTN 338 U Balance) will be moved to the HCRA Annual Amount field. If it is zero, blanks should be moved to the field. This move will occur regardless of the value of the Health Care Reimbursement Account Indicator.

The HCRA Termination date (HCRA_TERM_DATE on the PPPBEN row) will be moved to the HCRA Termination Date field. If the date is initial value, ‘000000’ will be moved. This move will occur regardless of the value of the Health Care Reimbursement Account Indicator.

See copymember CPWSXECP for the location of the new fields. Also see Attachment H of the requirements document SR 80238 Health Care Reimbursement Account for the record layout.

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program.

PPP713
PPP713 creates the CPS/BCS Deduction File. The new HCRA GTN 338 will be defined as Miscellaneous, which will result in its selection by PPP713 for inclusion on the file. PPP713 does not require modification, but will be tested to confirm that the HCRA Monthly Amount, i.e. the G Balance for GTN 338, is included.

PPWIRTR
PPWIRTR is the screen processor for the online EDB Inquiry function IRTR. It selects PPPDBL rows for display, based on the IRTR Indicator on the GTN table. The new HCRA GTN 338 will be defined as “Y” for IRTR display, which will allow the G, Y and U Balances to be displayed. PPWIRTR does not require modification, but will be tested to confirm the display of the GTN 338 values.

PPWERET
PPWERET is the screen processor for the online EDB Update function ERET.

PPWERET, and its matching map PPERET0, will be modified to display the new HCRA Annual Amount (GTN 338 U Balance), HCRA Monthly Amount (GTN 338 G Balance), HCRA Effective Date (GTN 338 Effective Date) and HCRA Termination Date in update fields. It will display the HCRA Declining Balance (GTN 338 D Balance) and HCRA YTD Amount (GTN 338 Y Balance) in display-only fields. See Attachment B in the requirements document SR 80238 Health Care Reimbursement Account for samples of the text and location.

The minimum and maximum values defined on the PPPGTN table for GTN 338 will be 180 and 5000 respectively. Each GTN value will be edited for that range; however this does not control the relationship between the two GTN Balances. For example, 5000 would be a valid entry for both the HCRA Annual Amount (GTN 338 U Balance) and the HCRA Monthly Amount (GTN 338 G Balance). A monthly amount that is inconsistent with the annual amount will be accepted.

GTN 338 will also be defined as a Voluntary deduction requiring an Effective Date. Thus a value will be required, and it must be a valid date. This edit is performed generically in PPEG338.

Any further editing of the entered values will be performed in new consistency edit program PPEG338.

NOTE: these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.
New Programs

**PPEG338**
A new Consistency Edit module will enforce HCRA data consistency during explicit EDB update.

PPEG338 will be triggered by a change to any of the following data elements:
- **HCRA Monthly Amount (GTN 338 G Balance)**
- **HCRA Annual Amount (GTN 338 U Balance)**
- **HCRA Effective Date (GTN 338 Effective Date)**
- **HCRA Termination Date (DE 0314)**

PPEG338 will be added to Program 08 and Program 12 on the Processing Group Table.

If the employee’s BELI Code is not 1, 2, 3 or 4, the update will be rejected, i.e. the prior EDB HCRA data will be restored, and either new message 08-339 or 12-339 will be issued.

If the HCRA Annual Amount is less than the minimum defined by System Parameter 091 (initially $180), the update will be rejected, i.e. the prior EDB HCRA data will be restored, and either new message 08-355 or 12-355 will be issued.

If the HCRA Annual Amount is greater than the maximum defined by System Parameter 092 (initially $5000), the update will be rejected, i.e. the prior EDB HCRA data will be restored, and either new message 08-357 or 12-360 will be issued.

If the HCRA Annual Amount (GTN 338 U Balance) is less than the HCRA YTD Amount (GTN 338 Y Balance), the update will be rejected, i.e. the prior EDB HCRA data will be restored, and either new message 08-341 or 12-341 will be issued.

If the HCRA Annual Amount (GTN 338 U Balance) is zero and the HCRA Monthly Amount (GTN 338 G Balance) is greater than zero, the update will be rejected, i.e. the prior EDB HCRA data will be restored, and either new message 08-343 or 12-343 will be issued.

If the actual current date (carried in copymember CPWSXDTS as XDTS-ISO-DATE-TODAY) is the 20th of the month or before, the HCRA Effective Date will be set to the first of the next month. However, if the current month is December, the HCRA Effective Date will be set to December 31.
If the actual current date is after the 20th of the month, the HCRA Effective Date will be set to the first of the month after next. This will occur in December as well.

**PPEM338**
A new Implied Maintenance module will enforce HCRA termination during Periodic EDB Maintenance.

PPEM338 will be added to Program 13 on the Processing Group Table, and will run unconditionally during Monthly Periodic Maintenance.

If the employee’s HCRA Termination Date is prior to the month being started, the following data element will be initialized and audited:
- HCRA Monthly Amount (GTN 338 G Balance)

**PPEY338**
A new Implied Maintenance module will enforce HCRA de-enrollment during Periodic EDB Maintenance.

PPEY338 will be added to Program 13 on the Processing Group Table, and will run unconditionally during Calendar Year Periodic Maintenance.

The following data elements will be initialized and audited for every employee:
- HCRA Monthly Amount (GTN 338 G Balance)
- HCRA Annual Amount (GTN 338 U Balance)
- HCRA Declining Balance (GTN 338 D Balance)
- HCRA Effective Date (GTN 338 Effective Date)
- HCRA Termination Date (DE 0314)

Note that the HCRA YTD Balance (GTN 338 Y Balance) should be initialized by generic Y Balance initialization in PPP130.

**PPPSHPS**
A new program PPPSHPS will create the file that will be sent to the vendor SHPS which will administer the Flexible Spending Accounts.

The requirements for this process will be defined in a separate Service Request. The process may be shared with Dependent Care requirements (see SR 80251 Dependent Care Assistance Program).
Net.data Includes

**Ppwwiben.d2w**
Include ppwwiben.dtw displays benefits data for the Web EDB Inquiry application.

Logic will be included to add HCRA Termination Date to the SELECT from the PPPBEN table. Logic will be added to select the HCRA Annual Amount (GTN 338 U Balance), HCRA Monthly Amount (GTN 338 G Balance) and HCRA Effective Date (GTN 338 Effective Date). Four fields and labels will be added to display the returned data.

See Attachment C of the requirements document *SR 80238 Health Care Reimbursement Account* for the location of the displayed text.

**NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program.**
Copymembers

CPLNKNET
CPLNKNET defines linkage between PPP400 and various PPNET* modules. It will be modified to pass the Leave of Absence Code and the HCRA Termination Date for use in module PPNETDTK.

```
05  KNET-LOA-TYPE-CODE      PIC X(02).
05  KNET-HCRA-TERMINATION-DATE  PIC X(10).
```

CPWSIVRE
CPWSIVRE defines the IVR Employee record. It will be modified to add the HCRA Annual Amount (GTN 338 U Balance) and the HCRA Termination Date.

```
10  IVREMP-HCRA-ANNUAL      PIC 9(05).
10  IVREMP-HCRA-TERM-DATE   PIC X(10).
```

NOTE: these modifications must be coordinated with those required by SR 80134 Four-Tier Benefit Plan Coverage, SR 80191 Medical Premium Contribution Base and SR 80251 Dependent Care Assistance Program. The above fields will use FILLER space made available by the removal of Dental contribution and cost for SR 80134. See Attachment G of SR 80238 Health Care Reimbursement Account for the record layout.

CPWSRBEN
CPWSRBEN defines working storage for a PPPBEN row. It will be modified to add storage for the new PPPBEN table column HCRA_TERM_DATE. The FILLER will be adjusted so that the EXTERNAL length does not change. Only programs using the new field will need to be recompiled.

```
10  HCRA-TERM-DATE       PIC X(10).
```

NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

CPWSSHPS (new)
A new program PPPSHPS will create the file that will be sent to the vendor SHPS which will administer the Flexible Spending Accounts. Copymember CPWSSHPS will be created to define the record(s) for this file.

The requirements for this process will be defined in a separate Service Request. The process may be shared with Dependent Care requirements (see SR 80251 Dependent Care Assistance Program).

CPWSXECP
CPWSXECP defines working storage for a record on the CPS/BCS Employee file. It will be modified to replace existing FILLER with new fields indicating enrollment in HCRA, the HCRA Annual Amount (GTN 338 U Balance), HCRA Termination date and HCRA YTD Amount (GTN 338 Y Balance).

```
10  XECP-HCRA-INDICATOR                 PIC X.
10  XECP-HCRA-ANNUAL-AMOUNT             PIC 9(5).
10  XECP-HCRA-TERMINATION-DATE.
   15  XECP-HCRA-TERMINATION-MM        PIC 99.
10  XECP-HCRA-YTD-DEDUCTION             PIC 9(7)V99.
```
NOTE: these modifications must be coordinated with those required by SR 80191 Medical Premium Contribution Base.

**CPWSXEST**

CPWSXEST defines working storage for various transactions passed by Web/IVR processes. It will be modified to include a three date element X! transaction which will contain HCRA Annual Amount (GTN 338 U Balance), HCRA Effective Date (GTN 338 BRSC Effective Date), and HCRA Monthly Amount (GTN 338 G Balance), in that order.

```
05 XEST-X1-HCRA-TRANS-RECORD REDEFINES XEST-TRANS-RECORD.
  10 FILLER PIC X(18).
  10 XEST-X1-HCRA-ELEMNO-U PIC X(05).
  10 XEST-X1-HCRA-AMT-U PIC X(07).
  10 XEST-X1-HCRA-EFFDT-ELEMNO PIC X(05).
  10 XEST-X1-HCRA-EFFDT PIC X(06).
  10 FILLER PIC X(01).
  10 XEST-X1-HCRA-ELEMNO-G PIC X(05).
  10 XEST-X1-HCRA-AMT-G PIC X(07).
  10 FILLER PIC X(48).
```

**CPWSXGCP**

CPWSXGCP defines 88 values for certain GTN numbers. It is used in PPP711 to control selection of voluntary deductions for inclusion in CPS/BCS processing. An 88 value will be added to identify HCRA deductions, i.e. GTN 338.

```
88 XGCP-HCRA-TD VALUE 338.
```

NOTE: these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.
CICS Maps

**PPERET0**
PPERET0 is the map used by screen processor program PPWERET.

It will be modified to add labels and data entry fields for HCRA Annual Amount, HCRA Monthly Amount, HCRA Effective Date and HCRA Termination Date. It will also be modified to display the HCRA Declining Balance (GTN 338 D Balance) and HCRA YTD Amount (GTN 338 Y Balance) in display-only fields.

See Attachment B in the Requirements Document *SR 80238 Health Care Reimbursement Account* for the field and label locations.

**NOTE:** these modifications must be coordinated with those required by SR 80251 Dependent Care Assistance Program.
Table Updates

System Messages Table (PPPMGS):

New Employee Reject level messages will be created for explicit update edits of HCRA data in PPEG338.

A08083390100077BELI INELIGIBLE FOR HCRA ENROLLMENT
A08083410100077HCRA ANNUAL AMOUNT MAY NOT BE LESS THAN YEAR-TO-DATE AMOUNT
A08083430100077HCRA ANNUAL AMOUNT IS REQUIRED WITH HCRA DEDUCTION
A08083450100077HCRA ANNUAL AMOUNT MUST BE GREATER THAN DECLINING BALANCE
A08083480100077HCRA TERMINATION DATE MUST BE LATER THAN BEGIN DATE
A08123390100077BELI INELIGIBLE FOR HCRA ENROLLMENT
A08123410100077HCRA ANNUAL AMOUNT MAY NOT BE LESS THAN YEAR-TO-DATE AMOUNT
A08123430100077HCRA ANNUAL AMOUNT IS REQUIRED WITH HCRA DEDUCTION
A08123450100077HCRA ANNUAL AMOUNT MUST BE GREATER THAN DECLINING BALANCE
A08123480100077HCRA TERMINATION DATE MUST BE LATER THAN BEGIN DATE
A08083550100077HCRA ANNUAL AMOUNT MAY NOT BE LESS THAN $180
A08123550100077HCRA ANNUAL AMOUNT MAY NOT BE LESS THAN $180
A08083570100077HCRA ANNUAL AMOUNT MAY NOT EXCEED $5000
A08123600100077HCRA ANNUAL AMOUNT MAY NOT EXCEED $5000

New Transaction Reject level messages will be created for IVR update edits of HCRA data in PPEC140.

A08130620100055HCRA ENROLLMENT BLOCKED DUE TO BELI INELIGIBILITY
A08130630100055HCRA ENROLLMENT BLOCKED – ALREADY ENROLLED

Code Translation Table (PPPCCTT):

A transaction will be created for code translation of the new HCRA GTN 338.

A38 CTLGTNLBL 33824HCRA

System Parameter Table (PPPPRM):

Two new System Parameters will be used to define the minimum HCRA Annual Amount ($180) and maximum HCRA Annual Amount ($5000).

A01091 001800000HCRA ANNUAL MINIMUM
A01092 050000000HCRA ANNUAL MAXIMUM

Data Element Table (PPPDET):

Transactions will be created to define the new data element HCRA Termination Date. A trigger for G338 will be included.

A061 0314 N06 OHCRA TERM DATE D
A062 0314PPPBEN
A065 0314338

Gross-to-Net Table (PPPGTN):
Transactions will be created to update the GTN table for the new HCRA GTN. These transactions will be issued as part of the normal year-end Control Table update process. The assigned number will be 338.

It will be defined as a Miscellaneous group Reduction.
Y, D and U balances will be retained.
The minimum value will be 180, and the maximum value 5000.
The IRTR Indicator will be code Y.

Because of the use of local GTN priority numbers, campuses will need to edit these transactions to provide the proper GTN priority number for each of the GTN entries. Campuses will also need to verify the assignment of GTN numbers, liability FAU’s etc. for these plans.

Data Element to Screens Table (PPPDES):
A transaction will be created to add an ERET entry for HCRA Termination Date (DE 0314). Update will be allowed.
A39 EDB0314ERETN

Routine Definition Table (PPPRTD):
Transactions will be created to add new programs PPEG338, PPEM338 and PPEY338.
A37C156PPEG338 HCRA EDITS 1201200212012002123199999A
A37C156PPEG338 HCRA TERMINATE 1201200212012002123199999A
A37C156PPEG338 HCRA DE-ENROLL 1201200212012002123199999A

Processing Group Table (PPPPGT):
Transactions will be created to add new program PPEG338 to Program 08 and 12 processing for the checking HCRA data consistency.
A361080081038G338
A362080081038 G338
A361120072100G338
A362120072100 G338
A transaction will be created to add new program PPEM338 to Program 13 monthly processing for the checking HCRA termination edits. It will run unconditionally.
A361130113100M338Y
A transaction will be created to add new program PPEY338 to Program 13 calendar year processing for HCRA de-enrollment. It will run unconditionally.
A361130130040Y338Y

CICS Resource Definition Online (RDO)
Transactions will be created for RDO entries for the new program PPEG338.

Data Dictionary:
A Data Dictionary entry will be created for the new data element.
EDB0314   HCRA TERMINATION DATE

See Attachment A, Page 2, EDB Data Dictionary, in the Requirements Document SR 80238 Health Care
Reimbursement Account for the text.

**CICS Helptext:**

The CICS Helptext will be created for the new data element, consistent with the Data Dictionary.

EDB0314   HCRA TERMINATION DATE

Additional CICS Helptext will be created for the HCRA specific GTN entries.

EDB6338   HCRA Monthly Amount (GTN 338 G Balance)
EDB6338U  HCRA Annual Amount (GTN 338 U Balance)
EDB6338D  HCRA Declining Balance (GTN 338 D Balance)
EDB6338Y  HCRA YTD Amount (GTN 338 Y Balance)
EDB7338   HCRA Effective Date (GTN 338 Effective Date).

See Section 3.4.4 of SR 80238 Health Care Reimbursement Account. The HCRA Annual Amount will be a U
Balance rather than a unique EDB data element. The text will be taken from the General Description in Attachment
A, Page 1 of SR 80238 Health Care Reimbursement Account.

**CICS Help Anchors**

PPERET0
The anchor will be modified to anchor the four Helptext entries for HCRA to the added labels and data fields. In
addition, previous anchors will be moved where the line number has been modified.
Forms

UCOP Benefits will coordinate any required changes to benefits forms.