Error Report 1831
Medical Premium Contribution Base: Wrong MCB Used in Compute Rate Calculation

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Introduction

UCOP Benefits changed the determination of the UC contribution toward employees' medical insurance premiums to take into account the employees' base salary. To implement this change, they asked that the Payroll/Personnel System (PPS) provide a means to derive and store a Medical Contribution Base (MCB) to be used for this purpose. The salary base is used as the basis for determining the UC medical contribution.

Error Report 1831 reported that an error in Medical Benefits Rates module PPBENXHI, used in the first bi-weekly Compute in December 2002, in some cases caused a prior employee’s MCB to be used in rate calculation. The problem was in bypass code that tells PPBENXHI that the current rate request is for the same plan and coverage level as the previous one so the rates currently in memory can be used rather than doing a new lookup. The MCB was not added to the comparison key, so if one employee had, for example, medical plan BC, coverage UA, and an MCB that indicated over 40K and the next one had the same plan and coverage, but an MCB that indicated under 40K, the over 40K rate was incorrectly used for this second employee.

PPBENXHI was modified and re-issued in Release 1453.

This design is for a one-time program to identify the error conditions on the bi-weekly 2002-12-07 DB2 PAR, and create appropriate DS and RF transactions to correct the errors.

Note:
- While the original reduction and contribution amounts, medical plan code and coverage level will be obtained from the PAR, the MCB that is used is from the EDB. Updates to MCB’s subsequent to the original Compute could trigger undesired DS and RF transactions.
- The one-time will only correct deductions that were taken. Suspended deductions will not be processed by this one time.
- If any errors have already been corrected locally, transactions for those employees must be removed from the one-time transaction file prior to processing it.

The output report and transaction file should be carefully evaluated for expected results. Some records may need to be deleted.
One-Time Programs

PPOTRRRR
A one-time program PPOTRRRR will be created to create appropriate DS and RF transactions to correct Medical rates calculations based on an inaccurate MCB. The program will issue a report indicating what adjustment transaction have been created. Though the program will not attempt to adjust for TIP, DPI TIP or imputed income, employees with domestic partner coverage will be noted on the audit report.

The Run Specification Record will be read and edited:
- If the Run Specification Record is missing, a FATAL error message will be issued and the job will stop.
- If the Run Specification Record Program ID is invalid, a FATAL error message will be issued and the job will stop.
- If the Run Specification Record Pay Cycle Code is invalid (must be BW, MO, MA, SM, XX), a FATAL error message will be issued and the job will stop.
- If the Run Specification Record Pay Cycle End Date is an invalid date, a FATAL error message will be issued and the job will stop.
- If the Run Specification Record Batch ID is not numeric, a FATAL error message will be issued and the job will stop.

If the Run Specification Record is valid, the Pay Cycle Code and Pay Cycle End Date will be moved to a report header line. A batch header record will be written to the output transaction file.

A cursor will be defined to select PPPEUD rows from the DB2 PAR. Record Type 85 entries which match the Run Specification Record Pay Cycle Code and Pay Cycle End Date will be selected. Although the one-time will be written to address a known problem in the 12/07/2002 BW Computes, data entered on the Run Specification Record will allow other Compute results to be processed.

There should only be one row returned per Employee ID. The rows will be returned in Employee Name order for reporting purposes. The first five returned columns will be used for key selection of other PAR and EDB tables. The cursor will be opened, and rows fetched until there are no more fetched rows. If the first fetch does not return a row, a FATAL message will be issued and the job will stop.

EXEC SQL
DECLARE EUD_CURSOR CURSOR FOR
SELECT
    CHAR(PAY_CYCLE_END_DATE,ISO),
    PAY_CYCLE_CODE,
    EMPLOYEE_ID,
    RECORD_TYPE,
    PRI_GROSS_CTL,
    EMP_NAME,
    SOC_SEC_NO
FROM PPPVZEUD_EUD
WHERE PAY_CYCLE_END_DATE = :WS-PAY-CYCLE-END-DATE
    AND PAY_CYCLE_CODE = :WS-PAY-CYCLE-CODE
    AND RECORD_TYPE = '85'
ORDER BY EMP_NAME, EMPLOYEE_ID
END-EXEC.

For each returned PPPEUD row a SELECT will be made from the key-linked PAR PPPPEB table for the Medical Plan Code, Coverage Code and State DPI Declaration Indicator.
EXEC SQL
SELECT
    MED_COVERAGE_WODM,
    HLTH_PLAN,
    STATE_DECLAR_DPI
INTO
    :PEB-ROW.MED-COVERAGE-WODM,
    :PEB-ROW.HLTH-PLAN,
    :PEB-ROW.STATE-DECLAR-DPI
FROM PPPVZPEB_PEB
WHERE PAY_CYCLE_END_DATE = :EUD-ROW.PAY-CYCLE-END-DATE
AND PAY_CYCLE_CODE = :EUD-ROW.PAY-CYCLE-CODE
AND EMPLOYEE_ID = :EUD-ROW.EMPLOYEE-ID
AND RECORD_TYPE = :EUD-ROW.RECORD-TYPE
AND PRI_GROSS_CTL = :EUD-ROW.PRI-GROSS-CTL
END-EXEC.

If the Medical Plan (HLTH_PLAN) is blank (no coverage on the PAR), ‘CM’ (no difference in rates above/below 40K MCB), ‘UC’ or ‘PH’ (only one MCB level for 2002 rates), the employee will be bypassed and the next PPPEUD row will be fetched.

If further processing is appropriate, the HLTH_PLAN value will be used to SELECT the plan’s Reduction and Contribution GTN’s from the PPPGTN table.

MOVE ‘R’ TO WS-GTN-TYPE.
EXEC SQL
SELECT
    GTN_NUMBER,
    GTN_DESCRIPTION
INTO
    :GTN-NUMBER,
    :GTN-DESCRIPTION
FROM PPPVZGTN_GTN
WHERE GTN_TYPE = :WS-GTN-TYPE
AND GTN_BENEFIT_PLAN = :PEB-ROW.HLTH-PLAN
END-EXEC.
MOVE GTN-NUMBER TO WS-REDUCTION-GTN-NUMBER.
MOVE GTN-DESCRIPTION TO WS-REDUCTION-DESCRIPTION.

MOVE ‘C’ TO WS-GTN-TYPE.
EXEC SQL
SELECT
    GTN_NUMBER,
    GTN_DESCRIPTION
INTO
    :GTN-NUMBER,
    :GTN-DESCRIPTION
FROM PPPVZGTN_GTN
WHERE GTN_TYPE = :WS-GTN-TYPE
AND GTN_BENEFIT_PLAN = :PEB-ROW.HLTH-PLAN
END-EXEC.
MOVE GTN-NUMBER TO WS-CONTRIBUTION-GTN-NUMBER.
MOVE GTN-DESCRIPTION TO WS-CONTRIBUTION-DESCRIPTION.
The two returned GTN Numbers will be used to SELECT the two original Reduction/Contribution amounts from the PAR PPPDRC table.

MOVE WS-REDUCTION-GTN-NUMBER TO WS-GTN-NUMBER.
EXEC SQL
MOVE GTN-AMT OF DRC-ROW TO WS-REDUCTION-GTN-AMT.

MOVE WS-CONTRIBUTION-GTN-NUMBER TO WS-GTN-NUMBER.
EXEC SQL
MOVE GTN-AMT OF DRC-ROW TO WS-CONTRIBUTION-GTN-AMT.

If PPPDRC entries are not found, the employee will be bypassed and the next PPPEUD row will be fetched. If PPPDRC entries were found, a SELECT will be made from the EDB PPPBEN row for the employee’s Medical Contribution Base – Current Year and Next Year.

EXEC SQL
SELECT CHAR(HLTH_COVEFFDATE,ISO) ,MED_CONT_BASE_CUR INTO :HLTH-COVEFFDATE ,:MED-CONT-BASE-CUR FROM PPPVZBEN_BEN WHERE EMPLOYEE_ID = :EUD-ROW.EMPLOYEE-ID END-EXEC.
The PPPPEB coverage code can contain domestic partner values ‘X’ and/or ‘Y’. The coverage code will be inspected, changing ‘X’ to ‘A’ and ‘Y’ to ‘C’.
The PPPEB medical plan code and (translated) coverage code, current Medical Contribution Base, and the PPPEUD Pay Cycle End Date will be passed in a call to the Medical Benefits Rates module PPBENXHI to obtain the expected premium, contribution and employee cost. If the contribution and employee cost returned by PPBENXHI equal the PPPDRC GTN amounts, then no further processing is required and the next PPPEUD row will be fetched.

**NOTE: if the employee’s Medical Contribution Base has been updated for whatever reason since the Compute, it might result in a “false” difference.**

If either of the amounts differs, the DS and/or RF transactions will be written.

The PPPDRC GTN Amount for the Reduction will be subtracted from returned PPBENXHI employee cost. If the result is a positive amount, i.e. the employee should have paid more for a higher MCB, a DS transaction will be written. If the result is a negative amount, an RF transaction will be written.

The PPPDRC GTN Amount for the Contribution will be subtracted from the PPBENXHI contribution amount. If the result is a positive amount, i.e. a higher contribution should have occurred, a DS transaction will be written. If the result is a negative amount, an RF transaction will be written.

Note: Given that premiums do not differ per MCB, the DS and RF amounts in most cases should be the same.

A detail report will be printed for each employee with DS/RF activity. The report will display the employee name, employee ID, SSN, the reduction GTN, GTN description, original PPPDRC amount, the new amount from PPBENXHI, the one-time transaction code and amount, the contribution GTN, GTN description, original PPPDRC amount, the new amount from PPBENXHI, and the one-time transaction code and amount. If the value of STATE_DECLAR_DPI is ‘Y’, a ‘Y’ will be displayed in the last column. See Attachment A for a sample report.

The next PPPEUD row will be fetched, and processing continued until the last PPPEUD row.

A simple audit report with transaction counts will be printed at end-of-job.
Bind Members

PPOTRRRR
A one-time plan bind member will be created for one-time program PPOTRRRR.

BIND
PLAN(PPOTRRRR ) –
MEMBER(PPOTRRRR –
 ,PPBENXHI) –
ACTION(REPLACE) –
RETAI N –
VALIDATE(RUN) –
ISOLATION(CS) –
FLAG(I) –
ACQUIRE(USE) –
RELEASE(COMMIT) –
EXPLAIN(YES) –
Forms

**PPOTRRRR**

PPOTRRRR will use a Run Specification Record. No actual form will be issued, but the following format will be used.

- **cc 1-13** Program ID: must be ‘PPOTRRRR -SPEC’ where RRRR will be replaced by the release number.
- **cc 14-15** Pay Cycle Type: must be B1, B2, MO, MA, SM or XX.
- **cc 16-21** Pay Cycle End Date: MMDDYY: must be a valid date value.
- **cc 22-24** Batch number: must be numeric.
JCL

PPOTRRRR
Sample JCL will be created for one-time program PPOTRRRR.
Medical Premium Contribution Base:
Wrong MCB Used in Compute Rate Calculation
1/14/2003 11:44 AM

Attachments

Attachment A   Medical Rates MCB Correction
### Medical Rates MCB Correction

PAY CYCLE: BW  PAY PERIOD END DATE: 2002-12-07

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Reduction/Contribution</th>
<th>Amount</th>
<th>Adjustment</th>
<th>DPI?</th>
</tr>
</thead>
<tbody>
<tr>
<td>XXXXXXXXXXXXXXXXXXXXXXXXXXXXX</td>
<td>306 BC High Opt</td>
<td>200.00 / 350.00</td>
<td>DS</td>
<td>150.00</td>
</tr>
<tr>
<td>999999999 999-99-9999</td>
<td>307 BC High Cont</td>
<td>400.00 / 200.00</td>
<td>RF</td>
<td>200.00</td>
</tr>
</tbody>
</table>