

**Detailed Design
RELEASE 1531**

**Service Request 80551
Four-Tier Legal Coverage Changes**

**Service Request 80591
Legal Plan Changes for 2004**

November 14, 2003
12:30 PM

Enterprise IT Services
Information Systems & Computing
Office of the President
University of California

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Introduction

Service Request 80551

Service Request 80551 addresses the requirements for modifications to adopt the full four-tier Legal Plan Coverage Codes. For Open Enrollment 2003, Benefits changed Plan Coverage Codes from three-tiers to four tiers for medical, dental, and vision. Legal continued to be a two tiered plan, but replaced the old "Family" level code (UUU) with the new "Self + Family" code of (UAC). This service request asks that legal adopt the full four tiers. The revised four-tier legal plan coverage codes are 'U' (Self), 'UA' (Self and adult), 'UC' (Self and Children), and 'UAC' (Self and Family).

It is asked that a *one-time program* be developed to convert those employees currently enrolled in the legal plan from two-tiered coverage codes to four-tier coverage codes. The *Code Translation Table* should be updated with new code translations associated with legal coverage codes of 'UA' and 'UC'. The *Coverage Level Code Derivation logic* should be changed to appropriately derive the legal plan coverage codes of 'U' (Self), 'UA' (Self and adult), 'UC' (Self and Children), or 'UAC' (Self, one adult, and one or more children).

Existing processes will need to handle the additional legal coverage codes of 'UA' and 'UC' and /or translations correctly. Although it is believed no changes are required, the following processes should be tested to ensure that unexpected interactions do not occur:

- EDB inquiry and update screens (both CICS and web)

Ensure that the revised coverage level codes are correctly displayed and translated on the EFBC, EINS, IFBC, IINS, IINP, IBNA, and IMEM CICS screens, and on the EDB Inquiry Web 'Benefits Enrollment Information' page.

- PAN

Ensure that the revised coverage level codes are correctly displayed and translated on the PAN notifications (both CICS and web).

- IDOC

Ensure that the revised coverage level codes are correctly displayed and translated on the Benefits IDOC.

- Compute

Ensure that the compute takes the correct rates for each of the legal coverage codes.

- Rush Checks

Ensure that the correct rates are taken for the legal coverage codes.

- Carrier Files

Ensure that the revised coverage level codes are correctly displayed in positions 161-163 of the Employee Record (Type 1).

- CPS/BCS

Ensure that the revised coverage level codes are correctly handled by the interfaces to the Corporate Personnel System and the Benefits Counseling System.

- HDB

Ensure that the revised legal coverage level codes are correctly processed in History.

Service Request 80591

Service Request 80591 addresses the requirements for modifications to support the establishment of the new legal plan. Through the open RFP process, the University has selected the ARAG Group to provide legal services to UC employees and their eligible family members beginning January 1, 2004. Thus, it is asked that the following change be made to Payroll/Personnel System (PPS):

- Establishment of the new legal plan code of J2
- Creation of a one-time program to ensure that no residual enrollments in The Signature Legal Plan remain active for January 2004 coverage.
- Eligibility for enrollment in the legal plan is expanded from BELI 1 to BELI 1, 2, 3, and 4.

Differences from Requirements

Service Request 80551 asks that a one-time be developed to convert employees currently enrolled in the legal plan from two-tiered coverage codes to the full four-tier coverage codes. That is, if the employee has only an adult enrolled in legal plan, then the 'UAC' plan coverage code should be converted to plan coverage code of 'UA'. If the employee has only a child enrolled in legal plan, then the 'UAC' plan coverage code should be converted to plan coverage code of 'UC'. Otherwise no conversion is necessary.

After further analysis, the one-time program asked of Service Request 80551 is not necessary. It is determined that the one-time program asked of Service Request 80591 should end the current existing legal plan of J1 as of December 31, 2003, and post the future legal plan of J2 to the Future Coverage Benefits Table (PPFCB) with a PCED of January 1, 2004. When January 1, 2004 is achieved, the existing daily process will move the future legal plan data to current and re-derive the legal plan coverage code at the same time. Therefore, the request to develop a one-time program to convert employees enrolled in the legal plan from two-tiered coverage codes to four-tiered coverage codes is withdrawn.

Processing Overview

A *one-time program* will be developed to convert those employees currently enrolled in the old Signature Legal Plan Code of 'J1' to the new ARAG Legal Plan Code of 'J2'.

- **Coverage Level Code Derivation:**

The *Coverage Level Code Derivation logic* will be modified to appropriately derive the legal plan coverage codes of 'U' (Self), 'UA' (Self and adult), 'UC' (Self and Children), or 'UAC' (Self, one adult, and one or more children).

- **EDB File Maintenance Process:**

Currently, if the BELI is not '1' an attempt to do a current or future legal enrollment results in employee reject level error message 08-263 (Legal Plan Data is Inconsistent With Assigned BELI) in the edit process. The edit will be modified to include BELI values '2' through '4'.

Currently, when there is a future legal enrollment pending, and the BELI is changed from a '1' to another value, data override level messages 08-552 and 12-552 (Future Legal Enrollment Deleted Due To BELI Change) are issued and the future legal enrollment is removed. This edit will be modified include BELI values '2', '3', and '4'.

- **Daily EDB Web/IVR Maintenance Process:**

Currently, if the BELI is not '1' and a transaction is processed to enroll an employee in Legal comes from the nightly web application, the process issues message 13-019 (Legal Enrollment Blocked Due To BELI Ineligibility) and the transaction is rejected. This edit will be modified so that employees with BELI values of '2', '3', and '4' are allowed to enroll in legal.

- **Control Table Updates:**

Data Element Table

Establishment of the new legal plan code of J2.

Gross-to-Net Table

New GTN numbers 340 and 341 associated with the ARAG Legal Plan will be added to the table.

Code Translation Table

New code translations for the ARAG Legal Plan J2 will be added to the table.

Copymember Changes

CPLNKXJD

This copymember will be changed to add 'UA' and 'UC' to the list of valid plan coverage code in KXJD-VALID-COVERAGE-CODE related to the Legal Plan to allow for Four-Tier rates.

One-Time Binds

PPOT1531:

A plan bind will be created for one-time program PPOT1531.

BIND	-
PLAN(PPOT1531)	-
MEMBER(PPOT1531, PPFCBUTL)	-
ACTION(REPLACE)	-
RETAIN	-
VALIDATE(BIND)	-
ISOLATION(CS)	-
FLAG(I)	-
ACQUIRE(USE)	-
RELEASE(COMMIT)	-
EXPLAIN(YES)	-

One-time Program

PPOT1531

A one-time program PPOT1531 will be created to convert remaining Legal Plan Codes of 'J1' to new Legal Plan Code of 'J2'. An EDB Change file will be created of all data element changes. The EDB Change File can be used for auditing purposes by processing it through PPP180. The EDB Change File will be processed by PPP742 to update history.

PPOT1531 will run immediately after Open Enrollment transactions have been processed against the EDB. The transactions generated from the Open Enrollment process terminate current plans as of 12/31/2003, and create entries on the Future Enrollment Table (PPFFCB) with a 01/01/2004 effective date. **In addition, it will be necessary to run the one-time prior to every Compute process to ensure that subsequent enrollments in the old Legal Plan Code of 'J1' for December, which is allowed, which do not provide for a January 1, 2004 changeover, will also be converted to J2.**

PPOT1531 will be capable of running in non-update and update mode, as requested on the Run Specification Record. In non-update mode ('REPORT') EDB Change File records will be produced, but the EDB will not be updated. In update mode ('UPDATE') ECF records will be written and the EDB updated directly, i.e. not via transactions. The Run Specification Record will be read and edited for existence, correct program ID and valid non-update/update mode. If any errors are encountered the program will stop and issue a message.

Field WS-JAN2004-ISO-DATE will be defined with a constant value of '2004-01-01'.

Field WS-DEC2003-ISO-DATE will be defined with a constant value of '2003-12-31'.

Overall program logic:

- A cursor will be defined to select legal benefit type rows from the future benefits table (PPFFCB), and current legal plan data from the current benefits table (PPPBEN), where the FCB Effective Date is equal to or greater than the current plan's effective date. The returned data will be Employee ID and **descending** effective date order. **There should always be an entry on the future benefits table that matches the current enrollment in plan code and effective date.** The cursor logic should always return this matching row as the final cursor row for an employee.
- If a PPFFCB Effective Date is **greater than** January 1, 2004, the future Plan Code will be checked.
 - If it is **not** an old Legal Plan of 'J1', no modification is needed.
 - If it is an old Legal Plan of 'J1', it will be converted to the new Legal Plan of 'J2'. If the PPFFCB Effective Date and Plan Code equal the current PPPBEN Effective Date and Plan Code, i.e. the "current" data matches the future data, the current plan code will also be converted to the new Legal Plan of 'J2'.
- If a PPFFCB Effective Date is **equal to** January 1, 2004, the future Plan Code will be checked.
 - If it is **not** an old Legal Plan of 'J1', no modification is needed.
 - If it is an old Legal Plan of 'J1', it will be converted to the new Legal Plan of 'J2'. If the PPFFCB Effective Date and Plan Code equal the current PPPBEN Effective Date and

Plan Code, i.e. the “current” date matches the future data, the current plan code will also be converted to the new Legal Plan of ‘J2’

- Either way, a flag will be set indicating that a January 1, 2004 entry exists.
- If a PPPFCB Effective Date is **less than** January 1, 2004:
 - If the flag indicates a January 1, 2004 entry exists, no modification is needed. The default, if needed, has already been processed in the above steps.
 - If the flag does not indicate a January 1, 2004 entry exists, the “future” Plan Code will be checked.
 - If it is **not** an old Legal Plan of ‘J1’, no modification is needed.
 - If it is an old Legal Plan of ‘J1’, a row will be inserted in the PPPFCB table with the new Legal Plan of ‘J2’ and an Effective Date of January 1, 2004. If the current coverage end date is greater than 12/31/2003 it will be set to 12/31/2003. If the Next Future Benefits Action Date is initial values or greater than January 1, 2004 it will be set to January 1, 2004. A flag will be set indicating that a January 1, 2004 entry exists.

The main cursor will be as follows (note that PPPBEN data will be returned redundantly for each set of PPPFCB data):

```
DECLARE FCB_ROW CURSOR FOR
SELECT PPPVZFCB_FCB.EMPLOYEE_ID
      ,FCB_COVEFF_DATE
      ,FCB_PLAN_INFO_DATA
      ,LEGAL_PLAN_CODE
      ,LEGAL_COVEFFDATE
      ,LEGAL_COVEND_DATE
      ,NXT_FUTBEN_ACT_DTE
FROM   PPPVZFCB_FCB
      ,PPPVZBEN_BEN
WHERE  PPPVZFCB_FCB.EMPLOYEE_ID =
      PPPVZBEN_BEN.EMPLOYEE_ID
      AND (FCB_COVEFF_DATE >= LEGAL_COVEFFDATE)
ORDER BY EMPLOYEE_ID,
         FCB_COVEFF_DATE DESC
```

The main cursor will be opened, and the first row fetched. Each fetched row will be evaluated and appropriate action taken per the program logic outlines above. Then the next row will be fetched, continuing until the end of the cursor.

Each row will be processed per the overall program logic described above.

If a plan code needs to be converted, WS-NEW-LEGAL-PLAN-CODE will be established:

- If the current plan code is ‘J1’ the new plan code will be ‘J2’.

If a matching current plan code needs to also be converted on the PPPBEN table:

```
UPDATE PPPVZBEN_BEN
SET LEGAL_PLAN           = :WS-NEW-LEGAL-PLAN-CODE
WHERE EMPLOYEE_ID       = :WS-EMPLOYEE-ID
```

If a new January 1, 2004 Effective Date row needs to be inserted on the PPPFCB table:

```
MOVE FCB-EMPLOYEE-ID      TO EMPLOYEE-ID OF FCB-ROW-DATA.
MOVE 'J'                  TO FCB-BENEFIT-TYPE.
```

```
MOVE WS-JAN2004-ISO-DATE      TO FCB-COVEFF-DATE.  
MOVE XDC3-LOW-ISO-DATETO FCB-COV-END-DATE.  
MOVE SPACES                    TO FCB-COVERAGE-CODE.  
MOVE 'OE'                      TO FCB-ENRL-REAS-CODE.  
MOVE WS-NEW-LEGAL-PLAN-CODE    TO FCB-PLAN-INFO-DATA.  
MOVE 'A'                      TO FCB-ADC-CODE.
```

```
INSERT INTO PPPVZFCB_FCB  
VALUES  
  ( :FCB-ROW-DATA.EMPLOYEE-ID  
    , :FCB-BENEFIT-TYPE  
    , :FCB-COVEFF-DATE  
    , :FCB-COV-END-DATE  
    , :FCB-COVERAGE-CODE  
    , :FCB-ENRL-REAS-CODE  
    , :FCB-PLAN-INFO-DATA  
    , :FCB-ADC-CODE  
  )
```

```
UPDATE PPPVZBEN_BEN  
  SET LEGAL_COVEND_DATE = :WS-DEC2003-ISO-DATE  
    ,NXT_FUTBEN_ACT_DTE = :WS-FUTBEN-ACT-DTE  
WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID
```

If a new row is inserted the Next Future Benefits Action Date needs to be evaluated. If it is initial values, or it is greater than January 1, 2004, WS-FUTBEN-ACT-DATE will be set to January 1, 2004; else it will repeat the current value.

```
UPDATE PPPVZBEN_BEN  
  SET HEALTH_COVEND_DATE = :WS-DEC2003-ISO-DATE  
    ,NXT_FUTBEN_ACT_DTE = :WS-FUTBEN-ACT-DTE  
WHERE EMPLOYEE_ID = :FCB-EMPLOYEE-ID
```

For each data element that is updated, or in non-update mode targeted for update, an EDB Change File record will be written. The audit for PPOT1531 will be the PPP1800 report from the ECF. No report will be written by the one-time program until the UPDATE mode is selected.

Any negative SQL error will result in a ROLLBACK, and a Return Code of 8.

Program Changes

PPBENXJD

Since Legal Plan is changed to four-tier plan coverage codes, the logic that sets the Legal Coverage Code to 'UAC' when the derived coverage code is either 'UA' or 'UC' will be removed.

PPCOVEDB, PPCOVRGE

When the modules were originally developed, PPCOVEDB and PPCOVRGE already derived the Legal Coverage Code as part of the 4-tier coverage code structure ('U', 'UA', 'UC', or 'UAC'). However, since Legal plan is a two-tiered plan, and the derived code is 'UA' or 'UC', it is set to 'UAC' and passed back to calling module. That particular code will be disabled so that derived coverage code of 'UA' or 'UC' is valid and passed back to calling module.

PPCTT14J

Additional coverage codes of 'UA' and 'UC' will be included in the list of valid legal plan coverage codes. In addition, valid entry numbers of '03' and '04' have been added to the list of valid entry numbers.

PPDXBENI

Temporary code will be included in PPDXBENI to handle short term changeover problems due to coverage code changes related to J1 legal plan in the month of December. That is, Legal Plan Code of J1 should have legal plan coverage code of 'U' or 'UAC'.

Therefore, temporary code will be added prior to calling the rate lookup module PPBENXJD. If the legal plan code is J1, the legal plan coverage code of 'UA' or 'UC' will be set to 'UAC'. In addition, if the legal plan code is 'J2', a date of 01/01/04 will be passed to the PPBENXJD module.

PPEC121

The edit related to the issuance of message 12-328 will be changed to issue the message only when the BELI is greater than '4'.

PPEC136

The edit related to the issuance of message 08-263 will be changed to issue the message only when the BELI is greater than '4'.

PPEC140

The edit related to the issuance of message 13-019 will be changed to issue the message only when the BELI is greater than '4'.

Currently, an edit exists that the old legal plan code must be blank. Otherwise the JD type transaction is rejected. This specific edit will be modified to include legal plan code of 'XC' and 'XD'.

PPEC154

The edit related to the issuance of messages 08-263 and 08-552 will be changed to issue the messages only when the BELI is greater than '4'.

PPEI199

PPEI199 performs benefits de-enrollment. If the Legal insurance de-enrollment indicator has been set "on" during the Compute Gross-to-Net process (PPP400), any suspended legal insurance balance is cleared from the employee's deduction array (EDSA-BALAMT). The first subscript for the array is a hard coded value equal to the legal plan's GTN.

PPEI199 will be changed to zero the legal suspended balance when the legal plan is 'J2'.

PPEI340

Currently, when there is a future legal enrollment pending, and the BELI is changed from a '1' to another value, data override level messages 08-552 and 12-552 "Future Legal Enrollment Deleted Due To BELI Change" are issued and the future legal enrollment is removed.

The edit related to the issuance of messages 08-552 and 12-552 will be changed to issue the messages only when the BELI is greater than '4'.

PPP560

Currently, a small window exists that an employee can enroll between December 1, 2003 and December 31, 2003 in the old legal plan of 'J1' with new derive coverage code of 'UA' or 'UC'.

Temporary code will be placed in PPP560 just prior to the call to the rate lookup module PPBENXJD. If the legal plan code is J1 and the plan coverage code is 'UA' or 'UC', the legal plan coverage code will be set to 'UAC' and the effective date passed to PPBENXJD will be set to 01/01/03.

PPP561

Temporary code will be included in PPP561 to handle short term changeover problems due to coverage code changes related to J1 legal plan. That is, Legal Plan Code of J1 should have legal plan coverage code of 'U' or 'UAC'.

Therefore, temporary code will be added prior to the call to the rate lookup module PPBENXJD. If the legal plan code is J1, legal coverage effective date is prior to 2004-01-01', and legal plan coverage code is 'UA' or 'UC', the legal plan coverage code will be set to 'UAC'.

PPWRC20

Since Legal Plan is changed to four-tier plan coverage codes, the logic that edits the input Legal Coverage Code will be changed to include the check for Legal Coverage Codes of 'UA' and 'UC'.

Forms

UPAY714

Legal Plan Coverage Codes of 'UA' and 'UC' and the associated entry numbers will be added to the form. In addition the referenced Legal Plan Code of J1 in columns 7 through 8 will be changed to J2.

UPAY850

Any changes related to legal plan on this form will be the responsibility of UC Benefits.

CICS Help

The On-Line help entries will be modified as follows:

EDB 0353

- EDB 0353 – Legal Plan Code of ‘J2’ will be added to the Code Interpretation section, and the old Legal Plan Code of ‘J1’ will be made obsolete in the Code Interpretation section.

EDB 0689

- EDB 0689 – Legal Plan Code of ‘J2’ will be added to the Code Interpretation section, and the old Legal Plan Code of ‘J1’ will be made obsolete in the Code Interpretation section.

EDB 0354, PAR 0354

- EDB 0354 and PAR 0354 – Legal Plan Coverage Codes of ‘UA’ and ‘UC’ will be added to the Code Interpretation section.

JCL (new)

PPOT1531

Test JCL will be created for one-time program PPOT1531.

Control Table Updates

Data Element Table

Legal Plan Code value of 'J2' will be included in the list of valid Legal Plan Code.

Code Translation Table

Code translations for the new 'UA' and 'UC' coverage codes will be added to the existing translated Legal Plan Coverage Codes.

Gross-to-Net Table

New Gross-to-Net numbers will be added.

- GTN 340 (Employee Deduction) and GTN 341 (Employer Contribution) will be established for the new Legal Plan Code of J2.

Attachments

Attachment A	PPOT1531 Run Specification Record
Attachment B	Ot15311 Report (Messages/Control Totals Report)
Attachment C	OT15312 Report (One-time detail Report)

Four-Tier Legal Plan Coverage Changes
Legal Plan Change for 2004
November 14, 2003

One-time Program Run Specification

		1		2		3		4		5							
Column	1	---	5	---	0	---	5	---	0	---	5	---	0	---	5	---	0
Numbers																	
	PPOT1531-SPECUPDATE																

Columns 1 through 13 – Program ID
Columns 14 through 19 – Program Mode (REPORT or UPDATE)

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Legal Plan Change for 2004
November 14, 2003

Final

OT15311/PPOT1531/110103
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
ONE-TIME REPORT
WARNINGS AND MESSAGES

PAGE NO. 1
RUN DATE: 11/01/03
RUN TIME 20:53:41

SPEC CARD:
THE EDB UPDATE OPTION HAS BEEN SELECTED

PPOT1531-SPECUPDATE

FCB ROW PLANS UPDATED	2
BEN ROW PLANS UPDATED	2
FCB ROW INSERTED	12
BEN ROW PLANS TERMINATED	12
ECF RECORDS WRITTEN	127

Attachment B

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Final

OT15312/PPOT1531/110103
RETN: SEE RPTS DISP SCHEDULE/DIST.

UNIVERSITY OF CALIFORNIA-SYSTEMWIDE
ONE-TIME PROGRAM
LEGAL PLAN CONVERSION
EMPLOYEES WITH FUTURE END DATES

PAGE NO. 1
RUN DATE: 11/01/03
RUN TIME 20:53:41

EMPLOYEE NAME/ EMPLOYEE ID	DEPARTMENT/ DEPARTMENT NAME	BEFORE ONE-TIME			AFTER ONE-TIME		
		PLAN	PCED	END DATE	PLAN	PCED	END DATE
POWERS,VITO 000050002	804918 CHAN OFFICE	J1	01/01/90	01/31/04	J1	01/01/90	12/31/03
					J2	01/01/04	
PRESIDENT,EXEC 000000001	804918 CHAN OFFICE	J1	01/01/01	04/30/04	J1	01/01/01	12/31/03
					J2	01/01/04	

Attachment C

