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Introduction

Service Request 81540

Service Request 81540 asks that a mechanism be developed to assess medical plan rates (both employer contribution and employee cost) based on an employee’s bargaining unit status; and to support the establishment of mid-year medical rates for particular bargaining unit populations.

Below is the requirements quoted from Service Request 81540:

**Background:**

The University is obligated under HEERA to bargain benefit rates with unions representing University employees. Until now benefits have been a ‘pass-through’, meaning that all exclusively represented union employees received the same benefits package and rates as non-represented employees. It is probable that at some time in the very near future the University may negotiate a different set of benefit rates for one, or several, union(s) representing UC employees. When this happens the University must be prepared to implement a different rate structure for employees covered by that union.

In researching how such a process might be implemented we looked to prior programming that had established various collective bargaining eligibility rules in PPS. This included the establishment of the Benefits Rate Selection Code (BRCS) on the employee record, the Collective Bargaining Eligibility Level (CBEL) Indicator, and the Collective Bargaining Benefits Code (CBBC) on the Gross-to-Net table. After analyzing the complexity of initial startup, ongoing maintenance issues, and additional programming necessary to meet current business needs, we decided to develop a new solution rather than use these existing processes.

**Current Process:**

Currently, new rates are established to go into effect at the beginning of each calendar year. The system does not have a mechanism to distinguish rate sets that may go into effect in the middle of the year.

The assessment of medical rates is currently based upon plan code, coverage level, and salary base. Collective bargaining attributes are not taken into account when determining employee cost and employer contribution.

**Proposed Process:**

In the proposed process, the system derives and stores two body-level fields indicating primary bargaining unit and representation status, e.g. ‘CX’ and ‘C’ – Clerical Unit Covered. The derivation of these new field values will be similar to the established collective bargaining derivation rules that are in place today. In order to be consistent with the frequency of benefit rate assessment, the new benefit eligibility codes will only be derived during the new hire and rehire processes, and then during Monthly Maintenance.

In the event that primary bargaining unit and representation status cannot be determined, the derivation logic will assign default values to the body level indicators. In order to provide campus central offices with a mechanism to set the correct bargaining unit and representation status, a ‘Derivation Indicator’ will also be added. A PPS user may set this indicator to ‘N’ to prevent the system from deriving the data element.
values during Monthly Maintenance. Automatic derivation will not resume until the indicator has been changed back to ‘Y’ or blank.

The two body-level data elements, the Employee Benefit Eligibility Unit Code and the Employee Benefit Eligibility Representation Code, will then be used to query the Benefits Rates Table for unit-specific rates. Only units that have specific rates differing from the rest of the University population will have a Benefits Rates Table segment established. Because some bargaining units may have rate sets go into effect in the middle of the calendar year, the system will also use the current processing month when querying the Benefits Rates Table for the correct rate set.

As Phase II of the project, the Consolidated Billing process will also be modified to be collective bargaining sensitive and to use the processing month when retrieving rates for adjustment and reconciliation purposes. The request to add the three new body level data elements to the IVR/Web Extract file will be addressed as Phase III of the project.
Overview of PPS Modifications

New Data Elements

Three new data elements to support the benefit rates by bargaining units process, "Employee Benefit Eligibility Unit Code" (EDB 0445), “Employee Benefit Eligibility Representation Code” (EDB 0446), and “Employee Benefit Eligibility Derivation Indicator” (EDB 0447) will be added to the EDB.

In addition, two new data elements for changes to the Pending Premium Process, “Pending Premium Employee Benefit Eligibility Unit Code” (EDB 0761) and “Pending Premium Employee Benefit Eligibility Representation Code” (EDB 0762) will be added to the EDB.

System File Modifications

The PAR (Payroll Audit Record) file will be modified such that Employee Benefit Eligibility Unit Code and Employee Benefit Representation Code will be added to the fixed portion of the PAR record. Due to this modification, the process that moves the PAR data to the DB2 PAR tables will be modified.

EDB Periodic Monthly Maintenance Process

Currently, the derivation process for the existing Employee Unit Code (EDB 0255) and Employee Representation Code (EDB 0295) is done in both the EDB Periodic Monthly Maintenance Process and EDB File Maintenance Process.

The EDB Periodic Monthly Maintenance Process will be modified such that the derived values for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be assigned from the existing derived Employee Unit Code (EDB 0255) and Employee Representation Code (EDB 0295) in the EDB Periodic Monthly Maintenance Process. The Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will only be derived in EDB Periodic Monthly Maintenance. If the Employee Benefit Eligibility Derivation Indicator is ‘N’, the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will not be derived. If the Employee Benefit Eligibility Derivation Indicator is not ‘N’, the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be derived.

EDB File Maintenance Process

The EDB File Maintenance Process will be modified to include an edit such that if either the Employee Benefit Eligibility Unit Code or Employee Benefit Eligibility Representation Code is blank, message 08-501 (EMPLOYEE BENEFIT ELIGIBILITY UNIT AND REP CODE MAY NOT BE BLANK) will be issued.

In addition, even though the existing Employee Unit Code or Employee Representation Code values are re-derived due to changes in appointment data and/or distribution data, no re-derivation of the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will occur.

If the employee process is a new hire or re-hire, the initial Employee Benefit Eligibility Derivation Indicator value will be set to ‘Y’, and the initial Employee Benefit Eligibility Unit Code and Employee...
Benefit Eligibility Representation Code values will be taken from the existing Employee Unit Code and Employee Representation Code values respectively.

**Benefit Rates Selection Code Process**

Currently, the Benefit Unit Code, Benefit Representation Code, Benefit Special Handling Code, and Benefit Distribution Unit Code, known collectively as the BRSC value, are taken from the Benefit Rates Selection Code Table (PPPBRS), and passed to the Medical, Dental, and Vision Rates Lookup Processes, and also to several other Rates Lookup Processes.

The BBRSC value taken from the Benefit Rates Selection Code Table will no longer be passed to the Medical Rates Lookup Process. Note that the other Rates Lookup Processes (e.g., dental, vision, and legal) will still be passed the BRSC value.

**Medical Rates Lookup Process**

Currently, the Pay Cycle End Date from other processes is assigned to the Rate Effective Date Lookup key and passed to the Medical Rates Lookup Process. If the Rate Effective Date key is blank or contains zeroes, the SCR Current Date is assigned to the Rate Effective Date Lookup key. In addition, the Rate Effective Date Lookup key is modified such that the month and day are set to “01” and “01” respectively.

The Medical Rates Lookup Process will be modified such that the logic that assigns a hard-coded month and day value of ‘01’ and ‘01’ respectively into the Rate Effective Date Lookup key will be removed. That logic will be replaced such that the process will accept whatever Rate Effective Date Lookup key value via the Pay Cycle End Date field is passed from the calling module. In addition, logic will be added such that if the Employee Benefit Eligibility Unit Code in the BRSC Lookup key is ‘99’, a default value of ‘00’ will replace the value of ‘99’.

Note that the existing logic that uses the SCR Current Date for the Medical Rate Lookup if the Rate Effective Lookup key is blank or contains zeros will not be changed. Otherwise, the passed Rate Effective Date Lookup key will be used for the rate lookup. If the Increment-Effective-Month-By-One Flag is not ‘N’, the month value in the Rate Effective Date Lookup key will be incremented by 1, and if the month in the Rate Effective Date Lookup key is 12, then the month is set to 01 and the year is incremented by 1.

The Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code passed into the Medical Rates Lookup Process will be taken from the Employee Benefit Table (PPPBEN), and passed into this module via the existing BRSC field. The BRSC value, one of several keys, will be used as the BRSC Lookup key to the Medical Rates table (PPPBRH).

**Compute Process**

Currently, the Compute Process calls the standard medical rate lookup utility module PPBENXHI to return the appropriate medical rate depending upon the employee’s medical plan and plan coverage level. If the month in the Pay Cycle End Date is 12, the month is set to 01 and the year is incremented by 1, and moved to the Rate Effective Date Lookup key prior to calling PPBENXHI. Otherwise the Pay Cycle End Date is assigned to the Rate Effective Date Lookup key, and is passed to PPBENXHI. In addition, the BRSC value taken from the PPPBRS table is assigned to the BRSC Lookup key, and is passed to PPBENXHI.

The Compute Process will be modified to pass the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code via the BRSC Lookup key to PPBENXHI. If the Employee Benefit Eligibility Unit Code is ‘99’, a default value of ‘00’ immediately followed by three blanks will be moved
to the BRSC Lookup key. A default BRSC value of ‘00’ will cause the medical rate lookup utility to find the default rate for a specific medical plan code on the first pass through the Medical Rates table. In addition, the existing logic that increment the month by 1 and the year by 1 if the month value is 12 will be removed; that logic will be placed in the medical rate lookup utility module.

**Rush Checks Process**

Currently, the Rush Checks Process calls the same modules (PPNET*) as called in the batch Compute Process.

Similar to the Compute Process, the Rush Checks Process will be modified to assign the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code to the appropriate copymembers referenced in the Rush Checks process, so that the Employee Benefit Eligibility Unit Code and Employee Benefit Representation Code can be assigned to the BRSC field reserved for the BRSC Lookup key.

Similar to changes to the Payroll Audit Record report (PPP4401), the Rush Checks Audit report will be modified to remove the display of the Employee Distribution Unit Code label and associated data, and replace that display area with the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code labels and associated data.

**Consolidated Billing Process and Monthly Carrier File Process**

The Consolidated Billing Process and Monthly Carrier File Process will be modified, and released separately as Phase II.

**IVR/Web Interface File Process**

Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Derivation Indicator values will be added to the interface file, and released separately in Phase III.

**Leave Transfer Process**

Currently, PPEXPTLA calls the medical utility module PPBENXHI to return the Employer Cost of the appropriate medical plan and medical coverage level. The Leave Transfer Process calculates a portion of the Employer Cost using the appropriate formula. Note that the current Medical Contribution Base (MCB) is always passed to PPBENXHI, regardless of the Pay Cycle End Date.

The Leave Transfer Process will be modified such that the Employee Benefit Eligibility and Employee Benefit Eligibility Representation Code will be passed to the medical utility module PPBENXHI. In addition, the Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month by 1) so that PPBENXHI will **not** attempt to increment the month in the Rate Effective Date Lookup key by 1.

**One-time Process**

A one-time process will be developed to assign initial values to the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code which will be taken from the existing Employee Unit Code (EDB 0255) and existing Employee Representation Code (EDB 0295) respectively. If the existing Employee Unit Code or Employee Representation Code contains an indeterminate value, the Employee Benefit Eligibility Unit Code or Employee Benefit Eligibility Representation Code will be assigned an appropriate default value. See section One-time Program for the details. See Attachment C for a sample report.
In addition, the Employee Eligibility Derivation Indicator will be initialized to ‘Y’ for all selected employees.

**CICS EDB Entry/Update**

Currently, the Entry/Update Central Office Information screen via function ECEN enables the central office user to enter and update specific data elements which are not available for entry/update by departmental users.

This screen will be modified to allow updates to the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator.

**CICS EDB Inquiry screens**

The EDB Inquiry Insurance – Departmental screen via function IINS contains information related to an employee’s participation in University insurance programs.

The EDB Inquiry Insurance screen via function IINP contains information related to an employee’s participation in University insurance programs.

The EDB Inquiry Central Office - Future Enrollments screen via function IFBC contains information related to an employee’s participation in University sponsored health programs, current and future.

The EDB Inquiry Departmental - Future Enrollments screen via function IFBD contains information related to an employee’s participation in University sponsored health programs, current and future.

No modifications to the above screens are required. However, the associated screen processor programs will be modified to pass the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code via the BRSC Lookup key to PPBENXHI. In addition, if the Employee Benefit Eligibility Unit Code is ‘99’, a default value of ‘00’ immediately followed by three blanks will be moved to the BRSC Lookup key. A default BRSC value of ‘00’ will cause the medical rate lookup utility to find the default rate for a specific medical plan code on the first pass through the Medical Rates Table. The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month by 1), and passed to PPBENXHI.

**History Process**

The Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator will be passed to the History Process.

**CICS History Inquiry**

Currently, the history ICBG (Collective Bargaining Data) screen displays collective bargaining data elements.

The screen processor program for the ICBG screen will be modified to contain logic to display the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator values and associated field labels.

**Monthly Benefit Eligibility Reporting**
The monthly Benefit Eligibility Reporting will produce on a monthly basis a report of those employees whose Employee Benefit Eligibility Derivation Indicator is set to ‘N’. That is, the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code are not being derived in the EDB Periodic Monthly Maintenance Process, because their Employee Benefit Eligibility Derivation Indicators are set to a value of ‘N’. See Attachment D for a sample report.

**Payroll Audit Record Report and Record of Earnings Report**

Currently, both of these reports contain the same reporting format using the input PAR File.

The display of the Employee Distribution Unit Code (EDB 0257) label (EDUC) and associated data will be removed, and replaced with the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code labels and data.

**Web EDB Inquiry**

The Benefit Enrollment Information page will be modified such that the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation indicator will be displayed on this page.

**Employee IDOC – Benefit Enrollment Information**

The Benefit Enrollment IDOC page will be modified to display the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code.

The process that displays the Benefit Enrollment IDOC page will be modified to pass the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code via the BRSC Lookup key to PPBENXHI. In addition, if the Employee Benefit Eligibility Unit Code is ‘99’, a default value of ‘00’ immediately followed by three blanks will be moved to the BRSC Lookup key. A default BRSC value of ‘00’ will cause the medical rate lookup utility to find the default rate for a specific medical plan code on the first pass through the Medical Rates Table. The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month by 1), and passed to PPBENXHI.

See Attachment E for sample Employee IDOC.
**System File Changes**

Payroll Audit Record (PAR) File

Employee Benefit Eligibility Unit Code (PAR 2190) and Employee Benefit Eligibility Representation Code (PAR 2191) will be added to the PAR File.
Copylib Members

CPLNKNET

CPLNKNET defines working storage for linkage between PPP400 and various PPNET* modules.

The Employee Benefit Eligibility Unit Code (EDB 0445) field and Employee Benefit Eligibility Representation Code (EDB 0446) field will be added to this copymember.

CPLNKGRS

CPLNKGRS defines the linkage between PPP390 and various PPGRS* modules.

The Employee Benefit Eligibility Unit Code field and Employee Benefit Eligibility Representation Code field will be added to this copymember.

CPLNKXHI

CPLNKXHI defines the linkage between PPBEXHI and various calling modules.

The Increment-Effective-Month-By-One Flag field will be added to the linkage so that called module PPBEXHI can determine whether to increment the effective month by 1 via the passed Pay Cycle End Date field. A value of blank or ‘1’ in the flag field will signal PPBEXHI to add 1 to the month value in the Pay Cycle End Date field, and a value of ‘2’ will signal PPBEXHI not to increment the month value in the Pay Cycle End Date field.

CPWPATBL

CPWPATBL is used by PPP465 and PPDB2PAR to define possible online PAR rows being formatted from the PAR record.

The following new fields will be defined for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code:

- \textit{PEB-BEN-ELIG-UNIT-CD} \texttt{PIC X(02)}
- \textit{PEB-BEN-ELIG-REP-CD} \texttt{PIC X(01)}

CPWSEPPA

This copymember contains the Pending Premium Activity data array. The following new fields will be defined for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code:

- \textit{EPPA-PPA-ELIG-UNIT-CD} \texttt{PIC X(02)}
- \textit{EPPA-PPA-ELIG-REP-CD} \texttt{PIC X(01)}
This copymember contains the Benefit record structure. The following new fields will be defined for the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator:

- BEN-ELIG-UNIT-CD PIC X(02)
- BEN-ELIG-REP-CD PIC X(01)
- BEN-ELIG-DRV-IND PIC X(01)

This copymember contains the Employee-level Collective Bargaining record structure. The following new fields will be defined for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code and its equivalent change flags.

- BEN-ELIG-UNIT-CD PIC X(02)
- BEN-ELIG-REP-CD PIC X(01)
- BEN-ELIG-DRV-IND PIC X(01)

- BEN-ELIG-UNIT-CD_C PIC X(01)
- BEN-ELIG-REP-CD_C PIC X(01)
- BEN-ELIG-DRV-IND-C PIC X(01)

This copymember contains the Pending Premium Activity record structure. The following new fields will be defined for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code:

- PPA-ELIG-UNIT-CD PIC X(02)
- PPA-ELIG-REP-CD PIC X(01)

CPWSRCPW defines an EXTERNAL working storage shared by various online Rush Check modules.

Employee Benefit Eligibility Unit Code field and Employee Benefit Eligibility Representation Code field will be added to this copymember.

CPWSRCTS defines an EXTERNAL working storage shared by various online Rush Check modules.

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code fields will be added to this copymember.
CPWSXICE defines various constants used in the EDB fetch complex. A “float” array defines table data elements that can have multiple occurrences.

New data elements of EDB 761 and EDB 762 will be added as entries to the existing “float” list associated with the Premium Activity (PPA) Table, and the array size will be increased appropriately.

**CPWSXIDC**

CPWSXIDC defines various constants used in the EDB fetch complex. In addition, this copymember contains definitions of set transactions, included required key data and all related fields.

Two new data elements (EDB 0761 and EDB 0762) will be added as entries associated with the existing Set Transaction Type of “PP” in the Set Transaction Array, and the array size will be increased appropriately.

**CPWSXPAR**

CPWSXPAR defines the record structure of the Payroll Audit Record.

This copymember will be modified such that the Employee Benefit Eligibility Unit Code (PAR 2190) and Employee Benefit Eligibility Representation Code (PAR 2191) fields will be added in the fixed length portion of the record.
DDL Members

TBBEN21A

This DDL member will contain an ALTER statement to add the following DB2 columns to the PPPBEN Table:

- BEN_ELIG_UNIT_CD
- BEN_ELIG_REP_CD
- BEN_ELIG_DRV_IND

PPPV400A

The following DB2 columns will be added to the above existing DDL member.

- BEN_ELIG_UNIT_CD
- BEN_ELIG_REP_CD

PPPVBEN1, PPPVBEN2, PPPVZBEN, TBBEN00C

The following DB2 columns will be added to the above existing DDL members.

- BEN_ELIG_UNIT_CD
- BEN_ELIG_REP_CD
- BEN_ELIG_DRV_IND

TBCBG01A

This DDL member will contain an ALTER statement to add the following DB2 columns to the PPPCBG Table:

- BEN_ELIG_UNIT_CD
- BEN_ELIG_REP_CD
- BEN_ELIG_DRV_IND

- BEN_ELIG_UNIT_CD_C
- BEN_ELIG_REP_CD_C
- BEN_ELIG_DRV_IND_C

PPPVCBG1, PPPVZCBG, TBCBG00C

The following DB2 columns will be added to the above existing DDL members.

- BEN_ELIG_UNIT_CD
- BEN_ELIG_REP_CD
- BEN_ELIG_DRV_IND
This DDL member will contain an ALTER statement to add the following DB2 columns to the PPPPPA Table:

- `PPA_ELIG_UNIT_CD`
- `PPA_ELIG_REP_CD`

The following DB2 columns will be added to the above existing DDL members.

- `PPA_ELIG_UNIT_CD`
- `PPA_ELIG_REP_CD`

This DDL member will contain an ALTER statement to add the following DB2 columns to the PPPPEB Table:

- `BEN_ELIG_UNIT_CD`
- `BEN_ELIG_REP_CD`

The following DB2 columns will be added to the above existing DDL members.

- `BEN_ELIG_UNIT_CD`
- `BEN_ELIG_REP_CD`
Include Members

PPPV400A

The new DB2 columns **BEN_ELIG_UNIT_CD** and **BEN_ELIG_REP_CD** will be added to the above Include member associated with the EDB PPPBEN table.

PPPVBEN1, PPPVBEN2, PPPVZBEN

The new DB2 columns **BEN_ELIG_UNIT_CD**, **BEN_ELIG_REP_CD**, and **BEN_ELIG_DRIVE_IND** will be added to the above Include members associated with the EDB PPPBEN table.

PPPVZCBG1, PPPVZCBG

The new DB2 columns **BEN_ELIG_UNIT_CD**, **BEN_ELIG_REP_CD**, and **BEN_ELIG_DRIVE_IND** and their equivalent change flags will be added to the above Include members associated with the HDB PPPCBG table.

PPPVPPA1, PPPVPPA2, PPPVZPPA

The new DB2 columns **PPA_ELIG_UNIT_CD** and **PPA_ELIG_REP_CD** will be added to the above Include members associated with the EDB PPPPPA table.

PPPVZPEB

The following new DB2 columns will be added to the above Include members associated with the PAR PPPPEB table:

**BEN_ELIG_UNIT_CD**
**BEN_ELIG_REP_CD**
Bind Members

PPP230

This bind member will contain the plan bind for PPP230

PPOT1735

This bind member will contain the plan bind for PPOT1735
CICS Map Changes

PPECEN0

PPECEN0 is the map used by screen processor program PPWECEN.

This screen map will be modified to add appropriate labels and data fields for entering and updating the Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Eligibility Representation Code (EDB 0446), and Employee Benefit Eligibility Derivation Indicator (EDB 0447).

PPICBG0

PPICBG0 is the map used by screen processor program PPWICBG.

This screen map will be modified to add appropriate labels and data fields for displaying the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Code.
Web Inquiry Changes

Benefit Enrollment Information Page

Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Eligibility Representation Code (EDB 0446), and Employee Benefit Eligibility Derivation Indicator (EDB 0447) will be added to this page.
One-time Programs

PPOT1735

This one-time program will be developed to initialize the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code with existing data taken from the Employee Unit Code (EDB 0255) and Employee Representation Code (EDB 0295) respectively. In addition, Employee Eligibility Derivation Indicator will be explicitly initialized to a value of ‘Y’ for all selected employees.

The specific derivations will occur as follows:

- If the value of the existing Employee Unit Code (EDB 0255) is ‘87’, ‘98’, ‘99’, ‘??’, or blank, the Employee Benefit Eligibility Unit Code (EDB 0445) will be set to ‘99’. Otherwise the Employee Benefit Eligibility Unit Code will be set to the same value as the Employee Unit Code value (EDB 0255).

- If the existing Employee Representation Code (EDB 0295) is equal to ‘?’, ‘*’, ‘U’, or ‘S’, the Employee Benefit Eligibility Representation Code (EDB 0446) will be set to ‘U’. Otherwise, if the Employee Representation Code is equal to ‘C’, this value will be moved to the Employee Benefit Eligibility Representation Code.

- Employee Benefit Eligibility Derivation Indicator (EDB 0447) will be explicitly set to ‘Y’.

PPOT1735 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 (ECF) 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.

For One-time reporting, the One-time ECF file will be processed via program PPP180 to produce the Audit Report PPP1800. Therefore, no one-time detail reporting will be necessary for this one-time program.
New Programs

PPEI509

This module will be developed to derive the values for the Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Eligibility Representation Code (EDB 0446), and Employee Benefit Eligibility Derivation Indicator (EDB 0447).

EDB File Maintenance Process:

If employee is a new-hire (Action Code = 01) or rehire (Action Code = 02), derivation will occur as follows:

- If the value of the existing Employee Unit Code (EDB 0255) is ‘87’, ‘98’, ‘99’, ‘??’, or blank, the Employee Benefit Eligibility Unit Code (EDB 0445) will be set to ‘99’. Otherwise the Employee Benefit Eligibility Unit Code will be set to the same value as the Employee Unit Code value (EDB 0255).

- If the value of the existing Employee Representation Code (EDB 0295) is equal to ‘?’, ‘*’, ‘U’, or ‘S’, the Employee Benefit Eligibility Representation Code (EDB 0446) will be set to ‘U’. Otherwise, if the Employee Representation Code is equal to ‘C’, this value will be moved to the Employee Benefit Eligibility Representation Code.

- Employee Benefit Eligibility Derivation Indicator (EDB 0447) will be explicitly set to ‘Y’.

If the process is not new-hire (Action Code 01) or rehire (Action Code = 02), the following consistency edit will occur:

If the current value of Employee Benefit Eligibility Unit Code (EDB 0445) is not equal to the old value of Employee Benefit Eligibility Unit Code, or current value of Employee Benefit Eligibility Representation Code (EDB 0446) is not equal to the old value of Employee Benefit Eligibility Representation Code, then the following consistency edit will be made:

If the Employee Benefit Eligibility Unit Code or Employee Benefit Eligibility Representation Code is blank, message 08-501 (Employee Benefit Eligibility Unit and Rep Code may not be blank) will be issued.

EDB Periodic Monthly Maintenance Process:

If the process is EDB Periodic Monthly Maintenance, derivation will occur as follows:

If the Employee Benefit Eligibility Derivation Indicator (EDB 0447) is equal to ‘Y’ or blank, then

- If the value of the existing Employee Unit Code (EDB 0255) is ‘87’, ‘98’, ‘99’, ‘??’, or blank, the Employee Benefit Eligibility Unit Code (EDB 0445) will be set to ‘99’. Otherwise the Employee Benefit Eligibility Unit Code will be set to the same value as the Employee Unit Code value (EDB 0255).
• If the value of the existing Employee Representation Code (EDB 0295) is equal to ‘?’ , ‘*’, ‘U’, or ‘S’, the Employee Benefit Eligibility Representation Code (EDB 0446) will be set to ‘U’. Otherwise, if the Employee Representation Code is equal to ‘C’, this value will be moved to the Employee Benefit Eligibility Representation Code.

Otherwise if the Employee Benefit Eligibility Derivation Indicator (EDB 0447) is not equal to ‘Y’ or blank, then re-derivation of data elements 0445 and 0446 will not occur.

PPP230

A new monthly reporting program will be developed to identify those employees whose Employee Benefit Eligibility Derivation Indicator is set to ‘N’.

The DB2 Cursor will be declared to select the population of employees with the following conditions:

• Employee Benefit Eligibility Derivation Indicator (EDB 0447) value is equal to ‘N’ and

• Employee Name (EDB 0105) value is not equal to asterisks (‘*’)

**PPP2302 Report** (Employees With Benefit Elig Derive Ind of ‘N’ Report)

For each selected employee, each appointment record with the following appointment data will be reported on the PPP2302 Report:

• Appointment Number (EDB 2001)
• Appointment Type (EDB 2020)
• Title Unit Code (EDB 2029)
• Fulltime Percent (EDB 2012)
• Appointment Begin Date (EDB 2002)
• Appointment End Date (EDB 2003)

In addition to the above list of appointment data displayed, the following employee data will be displayed on the report:

• Employee Name (EDB 0105)
• Employee ID
• Home Department Code (EDB 0114)
• Translated Home Department Name (from Home Department table)
• Employee Benefit Eligibility Unit code (EDB 0445)
• Employee Benefit Eligibility Representation Code (EDB 0446)
• Employee Unit Code (EDB 0255)
• Employee Representation Code (EDB 0295)

The detail information on the PPP2302 Report will be ordered by Employee Name.

**PPP2301 Report** (Error Messages/Controls Report)

The PPP2301 Report will contain the following:

If an error occurs during reading of the DB2 Tables, message 23-001 (OPER:- NEGATIVE SQL CODE RETURNED - REVIEW PPDB2MSG DIAGNOSTIC) will be issued.
At the end of processing, a total count of employees selected will be displayed.

See Attachment D for a sample report format of the PPP2302 Report.
Program Changes

PPBENXHI

Currently, PPBENXHI is called by various programs to access the Medical Rates table (PPPBRH) to return the premium and contribution amounts to the calling programs. Three main key values are required for finding the appropriate medical rate on the medical rates table, the existing Pay Cycle End Date field reserved for the Rate Effective Date Lookup key, the existing BRSC field reserved for the BRSC lookup key, and the existing Medical Salary Base field reserved for the Medical Salary Base Lookup key. The BRSC value, (Employee Unit Code (EDB 0255), Employee Representation Code (EDB 0295), Employee Special Handling Code (EDB 0256), and Employee Distribution Unit Code (EDB 0256)) passed to PPBENXHI via the BRSC Lookup key is taken from the Benefit Rates Selection Code Table (PPPBRS). The Current Medical Salary Base (EDB 0289) or the Next Medical Salary Base (EDB 0290), via the Medical Salary Base Lookup key field passed to PPBENXHI is taken from the Employee Benefits Table (PPPBEN). The other key fields are the employee’s Medical Plan Code (EDB 0292) Lookup key and the Medical Plan Coverage Code (EDB 0293) Lookup key.

This utility module changes the month and day values to '01-01' (MM-DD) in the Rate Effective Date Lookup key field. Note that if the parameter field reserved for the Rate Effective Date Lookup key is blank or zeroes, the SCR Current Date is used for the Rate Effective Date lookup key. Note that the Compute Process passes the Pay Period End Date via the Rate Effective Date Lookup key field. Other processes pass the actual current date via the Rate Effective Date lookup key field.

The Medical Rate Lookup Process currently uses a SELECT statement and within that SELECT, a nested SELECT statement to find the minimum (smallest) Medical Contribution Base (MCB) value that is equal to or greater than the passed Medical Salary Base Lookup key in conjunction with the other key values. To modify the existing Medical Rate Lookup Process to find the current medical rate associated with the maximum (greatest) Rate Effective Date that is equal to or less than the passed Rate Effective Date Lookup key, would require a main SELECT statement and within that SELECT, a total of three nested SELECT statements. It is suggested that for ease of maintainability, the Medical Rate Lookup Process utilize a DB2 cursor definition on the DB2 SELECT statement where multiple records will be returned from DB2 based on the Lookup key values. Thus, the Medical Rate Lookup Process will contain a main SELECT statement and within that SELECT, a nested SELECT statement to find the maximum (greatest) Rate Effective Date that is equal to or less than the Rate Effective Date Lookup key value in conjunction with the BRS Lookup key, Medical Plan Code Lookup key, and Medical Plan Coverage Lookup key. The Benefit Medical Rates records will be returned in Medical Salary Base order. Logic will be added to read each Benefit Rates record. If the Medical Salary Base Lookup key is equal to or less than the Medical Salary Base, then the Employer Medical Contribution Cost and the Employee Medical Cost from the selected Benefit Rates record will be returned to the calling program.

The BRSC value passed into this module via the existing BRSC field will no longer be taken from the Benefit Rates Selection table (PPPBRS). The new values assigned into the existing BRSC field will be the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code, and will be taken from the Employee Benefit Table (PPPBEN).

Additional modifications to this module will be as follows:
• The overlaying of the actual month value to ‘01’ in the Rate Effective Date Lookup key will be removed; the overlaying of the day value to ‘01’ will not be removed.

• If the Rate Effective Date Lookup key is not blank or zeroes, and the Increment-Effective-Month-By-One Flag passed into this module is set to ‘1’ (increment month by 1), the following will occur:

  If month value is not ‘12’, then the month value is incremented by 1. If the month value is 12, then the month value is set to 1 and the year value is incremented by 1.

  Otherwise the month value in the Rate Effective Date Lookup key will be incremented by 1.

• In addition, logic will be added such that if the Employee Benefit Eligibility Unit Code in the BRSC Lookup key is ‘99’, a default value of ‘00’ will replace the value of ‘99’.

**PPBXHISP**

Currently, PPBXHISP is the stored procedure interface for web EDB inquiry application calls to the Medical BRT utility PPBENXHI. A total of four parameter values are passed into this module. The first parameter contains the Medical Plan Code. The second parameter contains the Coverage Code. The third parameter (BRSC) contains the BRSC values (Bargaining Unit (length 2), Representation Code (length 1), Special Handling Code (Length 1), and Distribution Unit Code (length 1) for a total length of five. The fourth parameter contains the Medical Contribution Base (MCB).

Note that the value passed in the third parameter to module PPBENXHI will no longer be the BRSC value taken from the PPPBRS table, but will actually contain the Employee Benefit Eligibility Unit Code (length of 2) and Employee Benefit Eligibility Representation Code (length of 1), and two blanks.

Currently, if the third parameter contains blanks or low-values, a default unit code of ‘00’ and three blanks are assigned to the existing BRSC field. An additional condition of (If the third parameter contains a value of ‘99’) will be added to the existing conditions. Thus, if the third parameter contains blanks, low values, or ‘99’, a default unit code of ‘00’ and three blanks will be assigned to the existing BRSC field.

Currently, the actual current date is assigned to the Rate Effective Date Lookup key. To signal to the medical rate lookup module PPBENXHI that the month in the passed Rate Effective Lookup Date key should not be incremented by one, the Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

**PPBENCHG**

The program is a standard part of the EDB Fetch/Update complex which sets an appropriate flag in the XDEC Array for those data elements defined on the PPPBEN table that have changed in value.

It will be modified to set the appropriate change flag indicator in the XDEC Array when the “Employee Benefit Eligibility Unit Code”, “Employee Eligibility Representation Code”, or “Employee Benefit Eligibility Derivation Indicator” has changed.

**PPBENFET**

The program is a standard part of the EDB Fetch/Update complex, which moves the appropriate data values in BEN-ROW-HOLD to BEN-ROW-HOLD1.
It will be modified to move the “Employee Benefit Eligibility Unit Code”, “Employee Eligibility Representation Code”, and “Employee Benefit Eligibility Derivation Indicator” to the EDB Fetch Complex Data Return area.

**PPBENUPD**

The program is a standard part of the EDB Fetch/Update complex that moves the data value from the ECF Change record to the appropriate BEN-ROW fields.

It will be modified to move the “Employee Benefit Eligibility Unit Code”, “Employee Benefit Eligibility Representation Code”, and “Employee Benefit Eligibility Derivation Indicator” from the ECF Change record via associated data element numbers to the appropriate BEN-ROW fields.

**PPBENUT2**

The program is a standard part of the EDB Fetch/Update complex for the PPPBEN table.

It will be modified to move the “Employee Benefit Eligibility Unit Code”, “Employee Benefit Eligibility Representation Code”, and “Employee Benefit Eligibility Derivation Indicator” from the PPPBEN table to the EXTERNAL BEN-ROW record.

**PPBENUTW**

The program is a standard part of the EDB Fetch/Update complex that takes the data values from the linkage containing copymember CPWSRBEN, and updates the PPPBEN table.

It will be modified to move the “Employee Benefit Eligibility Unit Code”, “Employee Benefit Eligibility Representation Code”, and “Employee Benefit Eligibility Derivation Indicator” from the linkage (copymember CPWSRBEN) to the appropriate DB2 columns in the PPPBEN table.

**PPCBGFET**

Currently, PPCBFET is the “fetch” module for selecting PPPCBG table data for HDB History processing.

DB2 column names related to the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator will be added to the DB2 Select statement that retrieves data items from the PPPCBG table.

In addition, DB2 column names related to the change flags for Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation, and Employee Benefit Eligibility Derivation Indicator will be added to the DB2 Select statement that retrieves data items from the PPPCBG Table.

**PPCBGHST**

PPCBGHST processes change data by data element number for the PPPCBG table during History processing.

Logic will be added to process changes for data element 0445 (Employee Benefit Eligibility Unit Code), data element 0446 (Employee Benefit Eligibility Representation Code), and data element 0447 (Employee Benefit Eligibility Derivation Indicator), to initialize the change flags associated with Employee Benefit
Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator.

PPCBGUPD

PPCBGUPD is the update module for inserting, deleting and updating the PPPCBG table during History processing.

The Employee Benefit Eligibility Unit Code and its equivalent change flag, Employee Benefit Eligibility Representation Code and its equivalent change flag, and Employee Benefit Eligibility Derivation Indicator and its equivalent change flag will be added to the DB2 Update statement.

PPDB2PAR

PPDB2PAR is called by PPP465 to format the flat file PAR data into DB2 PAR rows.

PPDB2PAR will be modified to move the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code to the PEB table.

PPDXBENI

PPDXBENI creates the Benefit text for Employee Documents. It accesses dependent data and calls the utility module PPCOVRGE to derive the appropriate coverage codes for future Medical, Dental, Vision and Legal enrollments. In addition, PPDXBENI calls the rates utility modules PPBENXHI, PPBENXDI, and PPBENXVI to return the employee’s medical, dental, and vision rates respectively.

Currently, PPDXBENI assigns a low date of ‘000000’ into the parameter reserved for the Pay Cycle End Date, and assigns a value of ‘00’ and three blanks into the parameter reserved for the BRSC value, and then passed into module PPBENXHI.

This module will be modified as follows:

- Logic will be added to display the labels and data for the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code on the employee IDOC.

- The Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be assigned to the existing BRSC field, replacing the hard-coded value of ‘00’ and three blanks.

- The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

PPEXPTLA

PPEXPTLA is called to process leave transfers. It in turns calls the Medical, Dental, Vision and Legal BRT utility modules. Currently, PEXPTLA assigns the Pay Cycle End Date taken from the PCR record into the Pay Cycle End Date field and spaces to the existing BRSC field, and passed to module PPBENXHI.

This module will be modified such that the Employee Benefit Eligibility Unit Code and Employee Benefit Representation Code will be assigned to the existing BRSC field.

The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).
PPGRSPAR

PPGRSPAR is one of various PPGRS* modules called by PPP390 in the Compute process. It evaluates earnings and calculates various grosses.

It will be modified to assign the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code to the PAR Audit record.

PPIDXHST

This program is part of the group of programs that processes changed data from the Employee Data Base to the History Data Base.

The DB2 “SELECT *” statement will be replaced with the existing individual DB2 column names as well as adding the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code and their equivalent change flags.

PPNETCLC

PPNETCLC is called during the Compute to perform certain calculation routines. It in turns calls the Medical, Dental, Vision and Legal BRT utility programs.

Logic in Section 0700-HEALTH-CALC will be modified as follows:

- The BRSC value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the PAR record, and assigned to the BRSC field, and then passed to PPBENXHI.

- Currently, if the month in the Pay Cycle End Date field is 12, the month value to set to 01 and the year value is incremented by 1. That logic will be removed from this module, and instead will be placed in the PPBENXHI module.

- Currently, message 40-111 (NO BRT RATE FOR BRSC; DEFAULT BRT RATE USED) is issued when the medical rate is not found. This message will be suppressed.

PPNETUPD

PPNETUPD is called during the Compute to perform certain special Update routines. It in turns calls the Medical, Dental, Vision and Legal BRT utility programs.

Section 3500-HI-BALANCE-CHECK will be modified as follows:

- The BRSC value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the PAR record, and assigned to the existing BRSC field, and then passed to PPBENXHI.

PPPPAFET
The program is a standard part of the EDB Fetch/Update complex related arrays, which moves the appropriate data values in PPA-DATA-ARRAY-HOLD to PPA-DATA-ARRAY-HOLD1.

It will be modified to move the “Employee Benefit Eligibility Unit Code” and “Employee Eligibility Representation Code” to the EDB Fetch Complex Data Return array.

**PPPPAUPD**

The program is a standard part of the EDB Fetch/Update complex related to arrays, which moves the appropriate data values in the ECF record to the appropriate columns in a row of the PPA Table.

It will be modified to move the values from data element 0761 (“Employee Benefit Eligibility Unit Code”), and data element 0762 (“Employee Eligibility Representation Code”) to the EDB Fetch Complex Data Return array.

**PPPPAULTL**

The program is a standard part of the EDB Fetch/Update complex related to arrays, which moves the appropriate data values from the PPA row to the EDB Fetch Complex Data Return Array.

It will be modified to move the “Employee Benefit Eligibility Unit Code” and “Employee Eligibility Representation Code” to the EDB Fetch Complex Data Return array.

**PPPPAUTW**

The program is a standard part of the EDB Fetch/Update complex, which deletes, updates, and inserts PPA Table rows.

It will be modified to include the “Employee Benefit Eligibility Unit Code” and “Employee Eligibility Representation Code” to the DB2 Update and Insert Statements.

**PPP250**

PPP250 prints the Data Base Record Display Report (PPP2501).

This program will be modified to include data element number 0761 (Pending Premium Employee Benefit Eligibility Unit Code) and data element number 0762 (Pending Premium Employee Benefit Eligibility Representation Code) (EDB 0762) to the existing logic that prints Pending Premium Activity data.

**PPP390**

PPP390 is the main driver in the Compute process to evaluate earnings and calculate grosses by calling various PPGRS* modules. In addition, copymember CPLNKGRS containing various data is passed to module PPGRSPAR, where the data are assigned to the appropriate fields in the PAR record.

This program will be modified to assign the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code from the PPPBEN Table to the associated fields in linkage defined by modified copymember CPLNKGRS. Copymember CPLNKGRS will be passed to module PPGRSPAR, so that the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be assigned to the appropriate fields in the PAR record.
Currently, PPP400 is the main driver for Compute deduction and net pay calculations. PPP400 contains logic to create new PPA rows and process existing PPA rows. PPA rows are initially created with the dummy plan codes of DM, DD, and DV, which are updated to the valid plan codes when the employee either selects the appropriate plans or the system enrolls the employee into the core plans (CM, VI, and D1) at the end of the Period of Initial Eligibility (PIE).

If a new PPA record is created to record the default medical plan of ‘DM’ on the PPPPPA Table, the Employee Benefit Eligibility Unit Code (EDB 0445) and Employee Benefit Eligibility Representation Code (EDB 0446) values from the EDB will be assigned to the Pending Premium Employee Benefit Eligibility Unit Code (EDB 0761) and Pending Premium Employee Benefit Representation Code (EDB 0762) in the new PPA record. In addition, the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be assigned to the parameter reserved for the BRSC value.

If suspended medical deductions are to be taken using the data from the existing PPA record, then the Pending Premium Employee Benefit Eligibility Unit Code (EDB 0761) and Pending Premium Employee Benefit Representation Code (EDB 0762) values will be taken from the existing PPA record and assigned to the parameter reserved for the BRSC value prior to calling the medical rate lookup module PPBENXHI.

Currently, PPP440 displays the PPP4401 PAR Audit Record Report.

This program will be modified such that the display of the existing Employee Distribution Unit Code on the PAR Audit report will be removed, and that vacant space will be replaced with the display of the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code.

Currently, PPP470 displays the PPP4701 Record of Earnings Report using the merged PAR File produced from PPP460.

This program will be modified such that the display of the existing Employee Distribution Unit Code on the PAR Audit report will be removed, and that vacant space will be replaced with the display of the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code.

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code in copymember CPWSRCTS (populated by PPRC10) will be moved to the appropriate fields defined in copymember CPWSRCPW.

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code in copymember CPWSRCPW (populated by PPRCGRSS) will be moved to the linkage defined in copymember CPLNKNET.
PPRAUDT

Currently, PPRAUDT displays the Rush Checks Audit Record Report.

This program will be modified such that the display of the Employee Distribution Unit Code on the Rush Checks Payroll Audit report will be removed, and that vacant space will be replaced with the display of the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code.

PPWECEN

PPWECEN is the screen processor for the Central Office function ECEN. The ECEN function provides update capability for fields that are usually derived.

It will be modified such that the Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Eligibility Representation Code (EDB 0446), and Employee Benefit Eligibility Derivation Indicator (EDB 0447) entry fields will be added to the screen logic to provide update capabilities.

PPWICBG

PPWICBG is the screen processor for the Collective Bargaining Data function ICBG. The ICBG function displays the Employee-level Collective Bargaining Code data elements EDB 0160 (Employee Relations Code), EDB 0255 (Employee Unit Code), EDB 0256 (Employee Special Handling Code), EDB 0257 (Employee Distribution Unit Code), and EDB 0295 (Employee Representation Code).

It will be modified such that the Employee Benefit Eligibility Unit Code (EDB 0445), Employee Benefit Eligibility Representation Code (EDB 0446), and Employee Benefit Eligibility derivation Indicator (EDB 0447) values and associated labels will be displayed on the screen.

PPWIFBC

PPWIFBC is the screen processor for the Central Future Enrollments function IFBC. The IFBC function displays the future and current medical, dental, vision, and legal enrollment data. In addition, the Employer Contribution and Employee Cost are displayed for each current medical, dental, vision, and legal plan benefit. To obtain the Employer Contribution and Employee Cost for medical, dental, vision, and legal plans, utility modules PPBENXHI, PPBENXDI, PPBENXVI, and PPBENXJD respectively are called. Note that the actual current date is assigned to the Pay Cycle End Date field reserved for the Rate Effective Date Lookup key.

- The BRSC value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the Employee Benefit Table (PPPBEN), and assigned to the existing BRSC field reserved for the BRSC Lookup key, prior to calling module PPBENXHI.

- The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

PPWIFBD

PPWIFBD is the screen processor for the Department Future Enrollments function IFBD. The IFBD function displays the future and current medical, dental, vision, and legal enrollment data. In addition, the Employer Contribution and Employee Cost are displayed for each current medical, dental, vision, and legal plan benefit. To obtain the Employer Contribution and Employee Cost for medical, dental, vision,
and legal plans, utility modules PPBENXHI, PPBENXDI, PPBENXVI, and PPBENXJD respectively are called. Note that the actual current date is assigned to the Pay Cycle End Date field reserved for the Rate Effective Date Lookup key.

- The *BRSC* value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the Employee Benefit Table (PPPBEN), and assigned to the existing BRSC field reserved for the BRSC Lookup key, prior to calling module PPBENXHI.

- The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

**PPWIINP**

PPWIINP is the screen processor for the Central Insurance EDB Inquiry function IINP. The IINP function displays the health plans and types of insurance selected by the employee and detailed information related to those health plans and types of insurance.

The Employer Contribution and Employee Cost are displayed for each current medical, dental, vision, and legal plan benefit. To obtain the Employer Contribution and Employee Cost for medical, dental, vision, and legal plans, utility modules PPBENXHI, PPBENXDI, PPBENXVI, and PPBENXJD respectively are called. Note that the actual current date is assigned to the Pay Cycle End Date field reserved for the Rate Effective Date Lookup key.

- The *BRSC* value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the Employee Benefit Table (PPPBEN), and assigned to the existing BRSC field reserved for the BRSC Lookup key, prior to calling module PPBENXHI.

- The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

**PPWIINS**

PPWIINS is the screen processor for the Departmental Insurance EDB Inquiry function IINS. The IINS function displays the health plans and types of insurance selected by the employee and detailed information related to those health plans and types of insurance.

The Employer Contribution and Employee Cost are displayed for each current medical, dental, vision, and legal plan benefit. To obtain the Employer Contribution and Employee Cost for medical, dental, vision, and legal plans, utility modules PPBENXHI, PPBENXDI, PPBENXVI, and PPBENXJD respectively are called. Note that the actual current date is assigned to the Pay Cycle End Date field reserved for the Rate Effective Date Lookup key.

- The *BRSC* value will no longer be taken from the Benefit Rates Selection table (PPPBRS). Instead the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be taken from the Employee Benefit Table (PPPBEN), and assigned to the existing BRSC field reserved for the BRSC Lookup key, prior to calling module PPBENXHI.

- The Increment-Effective-Month-By-One Flag will be set to ‘2’ (not to increment month).

**PPWRC10**
Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be added to the SELECT statement associated with the Benefit Table (PPPBEN). These values taken from the PPPBEN table will be assigned to the fields defined in copymember CPWSRCTS.

PPWRC11

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be added to the SELECT statement associated with the Benefit Table (PPPBEN). These values taken from the PPPBEN table will be assigned to the fields defined in copymember CPWSRCTS.

PPWRC20

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be added to the SELECT statement associated with the Benefit Table (PPPBEN). These values taken from the PPPBEN table will be assigned to the fields defined in copymember CPWSRCTS.

PPWRC21

Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code will be added to the SELECT statement associated with the Benefit Table (PPPBEN). These values taken from the PPPBEN table will be assigned to the fields defined in copymember CPWSRCTS.

PPWWUBRC

PPWWUBRC is the DB2 stored procedure to return the BRC value from the PPPBRS Table.

Module PPWWUBRC, a stored procedure, returns a BRSC value from the PPPBRS Table for a given benefit plan (from GTN Table). A problem has been found such that when a Benefit Plan is blank and the Benefit Type is ‘Z’, the select statement attempts to returns two different two GTN rows from the GTN Table, causing a negative SQLCODE of -811.

Research indicates that the GTN Table contains two GTN records with the same Benefit Type of ‘Z’ and Benefit Plan of blank. One GTN record is related to the Employee Supplement Disability Plan (GTN 325), and the other GTN record is related to the Post Doctoral Supplement Disability (GTN 0635).

This stored procedure module will be corrected to include an additional condition in the DB2 Select statement to bypass the GTN record associated with GTN 635. That is, the GTN record associated with the Post Doctoral Supplement Disability Insurance will be bypassed.
Web Include Member Changes (Net.Data)

PPWWIBEN

Member PPWWIBEN contains file ppwwiben.d2w which processes the Web EDB Inquiry Benefit Enrollment Information page.

This member will be modified to include logic to display the Employee Benefit Eligibility Unit Code, Employee Benefit Eligibility Representation Code, and Employee Benefit Eligibility Derivation Indicator values and associated labels on the Web EDB Inquiry Benefit Enrollment Information Page. See Attachment B for a sample Benefit Enrollment Information Page.

Currently, the net.data logic that calls module PPWWUBRC to return the Benefit Title Unit Code, Benefit Representation Code, Benefit Special Handling Code, and Benefit Distribution Unit Code (Collectively as the BRSC value), and assigns the BRSC value to the existing BRSC field reserved for the BRSC Lookup key will be removed. That logic will be replaced such that the Employee Benefit Eligibility Unit Code and Employee Benefit Eligibility Representation Code from the Benefit table (PPPBEN) will be assigned to the existing BRSC field. In addition, if the employee’s Employee Benefit Eligibility Unit Code is ‘99’, the value of ‘00’ and three blanks will be assigned to the existing BRSC field, and passed to the Benefit Rates Lookup module PPBENXHI.
CICS Help Updates

CICS Help Texts

New CICS Help Texts for EDB 0445 (Employee Benefit Eligibility Unit Code), EDB 0446 (Employee Benefit Representation Code), and EDB 0447 (Employee Benefit Eligibility Derivation Indicator) will be loaded into the CICS Help File. The appropriate CICS Help, when PF1 key is pressed, will be displayed in functions ECEN and ICBG.

In addition, new Pending Premium data elements EDB 0761 (Pending Premium Employee Benefit Eligibility Unit Code) and EDB 762 (Pending Premium Employee Benefit Eligibility Representation Code) will be added to the CICS Help File.

CICS Help Anchors

The Helpertext associated with EDB 0445 will be anchored to the new Employee Benefit Eligibility Unit Code label and data entry field.

The Helpertext associated with EDB 0446 will be anchored to the new Employee Benefit Eligibility Representation Code label and data entry field.

The Helpertext associated with EDB 0447 will be anchored to the new Employee Benefit Eligibility Derivation Indicator label and data entry field.
System Control Table Updates

System Messages table

The following messages will be added to this table.

08-501 (EMPLOYEE BENEFIT ELIGIBILITY UNIT AND REP CODE MAY NOT BE BLANK) – Severity Level of ‘7’ (Employee Reject) for online and ‘4’ (Data Override) for batch.

12-501 (EMPLOYEE BENEFIT ELIGIBILITY UNIT AND REP CODE MAY NOT BE BLANK) – Severity Level of ‘7’ (Employee Reject) for online and ‘4’ (Data Override) for batch.

Code Translation Table

Two new EDB data element entries and their associated translations will be defined on this table.

1. Employee Benefit Eligibility Unit Code (EDB 0445)

2. Employee Benefit Eligibility Representation Code (EDB 0446)

Data Element Table

The following new EDB data elements will be defined, and associated with the PPPBEN Table.

1. Employee Benefit Eligibility Unit Code (EDB 0445), and an implied trigger value of 509

2. Employee Benefit Eligibility Representation Code (EDB 0446), and an implied trigger value of 509

3. Employee Benefit Eligibility Derivation Indicator (EDB 0447)

The following new EDB data elements will be defined, and associated with the PPPPA Table.

1. Pending Premium Employee Benefit Eligibility Unit Code (EDB 0761)

2. Pending Premium Employee Benefit Eligibility Representation Code (EDB 0762)

Data Element to Screens Table

Three new EDB data elements associated with screen ID of ECEN will be defined on this table.

1. Employee Benefit Eligibility Unit Code (EDB 0445)

2. Employee Benefit Eligibility Representation Code (EDB 0446)

3. Employee Benefit Eligibility Derivation Indicator (EDB 0447)
Processing Group Table

PPEI509 will be executed in Program ID 08, Processing Group 0021, and Processing Sequence 0015. The trigger types will be A001 (new hire), A002 (rehire), and I509 (Implied maintenance).

PPEI509 will be executed in Program ID 12, Processing Group 0021, and Processing Sequence 0061. The trigger types will be A001 (new hire), A002 (rehire), and I509 (Implied maintenance).

PPEI509 will be executed in Program ID 13, Processing Group 001, and Processing Sequence 1166. PPEI509 will be executed unconditionally.

Routine Definition Table

Implied Maintenance module PPEI509 will be defined on this table.
History Control Table Updates

History Data Element Table

Data Elements 0445 (Employee Benefit Eligibility Unit Code), 0446 (Employee Benefit Eligibility Representation Code), and 0447 (Employee Benefit Eligibility Derivation Indicator) will be added to the History Data Element (HDE) Table.

It is noted that existing Pending Premium data elements (EDB 0753 through 0759) are not on the History Data Element Table. Therefore, new data elements, Pending Premium data elements EDB 0761 (Pending Premium Employee Benefit Eligibility Unit Code) and EDB 762 (Pending Premium Employee Benefit Eligibility Representation Code) will not be added to the History Data Element (HDE) Table.
Data Dictionary Entry Updates

The Data Dictionary will be updated to include the following data elements:

EDB 0445
Employee Benefit Eligibility Unit Code

EDB 0446
Employee Benefit Eligibility Representation Code

EDB 0447
Employee Benefit Eligibility Derivation Indicator

EDB 0761
Pending Premium Employee Benefit Eligibility Unit Code

EDB 0762
Pending Premium Employee Benefit Eligibility Representation Code

PAR 2190
Employee Benefit Eligibility Unit Code

PAR 2191
Employee Benefit Eligibility Representation Code
JCL Updates

PPOT1735

Sample JCL will be created for one-time program PPOT1735.

PPP230

Sample JCL will be created for program PPP230.
Attachments

Attachment A1–A7 – Data Dictionary Entries
Attachment B – Benefit Enrollment Information (Web EDB Inquiry)
Attachment C – Sample One-time Reports
Attachment D – Sample PPP2302 Report
Attachment E – Employee IDOC
Attachment A-1

System Number: EDB0445

User Access Name: 0445-5

Programming Name: BEN-ELIG-UNIT-CD IN PPPBEN

Revision Date: PUBL. 10/01/06

Comments

Location(s):

Name: Employee Benefit Eligibility Unit Code

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the Title Unit Code of the predominant appointment of an individual for benefits purposes.

Code Interpretation

A1        - Academic Senate - UCB
A2        - Academic Senate - UCSF
A3        - Academic Senate - UCD
A4        - Academic Senate - UCLA
A5        - Academic Senate - UCR
A6        - Academic Senate - UCSD
A7        - Academic Senate - UCSC
A8        - Academic Senate - UCSB
A9        - Academic Senate - UCI

BX        - Academic Student Employees
CX        - Clerical & Allied Services
EX        - Patient Care Technical
FF        - Fire Fighters
FX        - Non-Senate Academic Research Professionals
GS        - Printing Trades
HX        - Residual Patient Care Professionals
IX        - Non-Academic Senate Instructional
KB - Skilled Crafts - UCB/LBL
K2 - Skilled Crafts - UCSF
K3 - Skilled Crafts - UCD
K4 - Skilled Crafts - UCLA
K5 - Skilled Crafts - UCR
K6 - Skilled Crafts - UCSD
K7 - Skilled Crafts - UCSC
K8 - Skilled Crafts - UCSB
K9 - Skilled Crafts - UCI

LX - Professional Librarians

M1 - Housestaff Association - UCB/LBL
M2 - Housestaff Association - UCSF
M3 - Housestaff Association - UCD
M4 - Housestaff Association - UCLA
M5 - Housestaff Association - UCR
M6 - Housestaff Association - UCSD
M7 - Housestaff Association - UCSC
M8 - Housestaff Association - UCSB
M9 - Housestaff Association - UCI

NX - Registered Nurses
PA - Police Officers
RX - Research Support Professionals
SX - Service
TX - Systemwide Technical

99 - Indeterminate Unit - No unit, no appointments, Stipend/Differential Pay, or predominant Title Unit Code is indeterminate
Attachment A-2

System Number: EDB0446

User Access Name: 0446-6

Programming Name: BEN-ELIG-REP-CD IN PPPBEN

Revision Date: PUBL. 10/01/06

Comments

Location(s): N/A

Name: Employee Benefit Eligibility Representation Code

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating whether the predominant appointment of an individual is eligible to be represented, for benefit purposes.

Code Interpretation

C     - Covered
U     - Uncovered
Attachment A-3

System Number: EDB0447

User Access Name: 0447-7

Programming Name: BEN-ELIG-DRV-IND IN PPPBEN

Revision Date: PUBL.10/01/06

Comments

Location(s): N/A

Name: Employee Benefit Eligibility Derivation Indicator

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating whether the Employee Benefit Eligibility Unit Code and the Employee Benefit Eligibility Representation Code should be derived by the system.

Code Interpretation

Blank – Yes, derive the Employee Benefit Eligibility Unit Code and the Employee Benefit Eligibility Representation Code

Y     - Yes, derive the Employee Benefit Eligibility Unit Code and the Employee Benefit Eligibility Representation Code

N     - No, do not derive the Employee Benefit Eligibility Unit Code and the Employee Benefit Eligibility Representation Code
Attachment A-4

System Number: EDB0761

User Access Name: 0761-4

Programming Name: PPA-ELIG-UNIT-CD IN PPPPA

Revision Date: PUBL. 10/01/06

Comments

Location(s):

Name: Pending Premium Employee Benefit Eligibility Unit Code

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the Title Unit Code of the predominant appointment of an individual (from EDB 0445) for which suspended premiums should be taken.

Code Interpretation

N/A
Attachment A-5

System Number: EDB0762

User Access Name: 0762-5

Programming Name: PPA-ELIG-REP-CD IN PPPPA

Revision Date: PUBL. 10/01/06

Comments

Location(s): N/A

Name: Pending Premium Employee Benefit Eligibility Representation Code

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating whether the predominant appointment of an individual is eligible to be represented (from EDB 0446).

Code Interpretation

N/A
Attachment A-6

System Number: PAR 2190

User Access Name:

Programming Name: XPAR-EMP-BEN-ELIG-UNIT-CD

Revision Date: PUBL. 10/31/06

Comments

Location(s): EDB 0445 – Employee benefit Eligibility Unit Code - EDB

Name: Employee Benefit Eligibility Unit Code - PAR

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the Title Unit Code of the predominant appointment of an individual for benefits purposes.

Code Interpretation

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>Academic Senate - UCB</td>
</tr>
<tr>
<td>A2</td>
<td>Academic Senate - UCSF</td>
</tr>
<tr>
<td>A3</td>
<td>Academic Senate - UCD</td>
</tr>
<tr>
<td>A4</td>
<td>Academic Senate - UCLA</td>
</tr>
<tr>
<td>A5</td>
<td>Academic Senate - UCR</td>
</tr>
<tr>
<td>A6</td>
<td>Academic Senate - UCSD</td>
</tr>
<tr>
<td>A7</td>
<td>Academic Senate - UCSC</td>
</tr>
<tr>
<td>A8</td>
<td>Academic Senate - UCSB</td>
</tr>
<tr>
<td>A9</td>
<td>Academic Senate - UCI</td>
</tr>
<tr>
<td>BX</td>
<td>Academic Student Employees</td>
</tr>
<tr>
<td>CX</td>
<td>Clerical &amp; Allied Services</td>
</tr>
<tr>
<td>EX</td>
<td>Patient Care Technical</td>
</tr>
<tr>
<td>FF</td>
<td>Fire Fighters</td>
</tr>
<tr>
<td>FX</td>
<td>Non-Senate Academic Research Professionals</td>
</tr>
<tr>
<td>GS</td>
<td>Printing Trades</td>
</tr>
<tr>
<td>HX</td>
<td>Residual Patient Care Professionals</td>
</tr>
<tr>
<td>IX</td>
<td>Non-Academic Senate Instructional</td>
</tr>
</tbody>
</table>
KB - Skilled Crafts - UCB/LBL
K2 - Skilled Crafts - UCSF
K3 - Skilled Crafts - UCD
K4 - Skilled Crafts - UCLA
K5 - Skilled Crafts - UCR
K6 - Skilled Crafts - UCSD
K7 - Skilled Crafts - UCSC
K8 - Skilled Crafts - UCSB
K9 - Skilled Crafts - UCI

LX - Professional Librarians

M1 - Housestaff Association - UCB/LBL
M2 - Housestaff Association - UCSF
M3 - Housestaff Association - UCD
M4 - Housestaff Association - UCLA
M5 - Housestaff Association - UCR
M6 - Housestaff Association - UCSD
M7 - Housestaff Association - UCSC
M8 - Housestaff Association - UCSB
M9 - Housestaff Association - UCI

NX - Registered Nurses
PA - Police Officers
RX - Research Support Professionals
SX - Service
TX - Systemwide Technical

99 - Indeterminate Unit - No unit, no appointments, Stipend/Differential Pay, or predominant Title Unit Code is indeterminate
**Attachment A-7**

**System Number:** PAR 2191

**User Access Name:**

**Programming Name:** XPAR-EMP-BEN-ELIG-REP-CD

**Revision Date:** PUBL. 10/31/06

**Comments**

Location(s):  EDB 0446 – Employee Benefit Eligibility Representation Code

Name: Employee Benefit Eligibility Representation Code-PAR

Type: ALPHANUMERIC

Length: 1

Format

N/A

General Description

Code indicating whether the predominant appointment of an individual is eligible to be represented, for benefit purposes.

**Code Interpretation**

C       - Covered
U       - Uncovered
### Benefits Enrollment Information

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Plan</th>
<th>Coverage Level</th>
<th>Coverage Eff Date</th>
<th>Coverage End Date</th>
<th>Employees Cost</th>
<th>UC Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>BH - High Option</td>
<td>U - Self</td>
<td>01/01/00</td>
<td></td>
<td>1,720.85</td>
<td>241.35</td>
</tr>
<tr>
<td>Dental</td>
<td>C1 - Delta Dental</td>
<td>U - Self</td>
<td>01/01/01</td>
<td></td>
<td>0.00</td>
<td>35.09</td>
</tr>
<tr>
<td>Vision</td>
<td>VI - Vision Services</td>
<td>U - Self</td>
<td>01/01/01</td>
<td></td>
<td>0.00</td>
<td>12.47</td>
</tr>
<tr>
<td>Legal</td>
<td>J2 - ARAG Legal Plan</td>
<td>U - Self</td>
<td>01/01/04</td>
<td></td>
<td>8.43</td>
<td>0.00</td>
</tr>
</tbody>
</table>

**Are there future enrollments?** No

**Insurance Reduction Code (TIP):**

- **Currently Enrolled Family Members**

There are no enrolled family members for this employee.

<table>
<thead>
<tr>
<th>Insurance Type</th>
<th>Coverage</th>
<th>Salary Base Coverage Amt</th>
<th>Effective Date</th>
<th>Employee Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short Term Disability</td>
<td>A - Covered</td>
<td></td>
<td>01/01/00</td>
<td>0.00</td>
</tr>
<tr>
<td>Supplemental Disability</td>
<td>007 - 7 day waiting period</td>
<td>35,000</td>
<td>04/01/02</td>
<td>0.00</td>
</tr>
<tr>
<td>Basic Life</td>
<td>Enrolled</td>
<td>50,000</td>
<td>10/31/01</td>
<td>0.00</td>
</tr>
<tr>
<td>Supplemental Life</td>
<td>4 - 4X Annual</td>
<td>300,000</td>
<td>02/01/00</td>
<td>0.00</td>
</tr>
<tr>
<td>Dependent Life Insurance</td>
<td>C - Children only</td>
<td>200,000</td>
<td>01/01/00</td>
<td>0.00</td>
</tr>
<tr>
<td>AD&amp;D Insurance</td>
<td>F - Family coverage</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Attachment C

### RETN: SEE RPTS DISP SCHEDULE/DIST.

**Onetime Emp Ben Elig Code**

**WARNINGS AND MESSAGES**

<table>
<thead>
<tr>
<th>EMPLOYEE ID. NO.</th>
<th>USER-REFERENCE</th>
<th>MESSAGE NUMBER</th>
<th>SEVERITY</th>
<th>MESSAGE TEXT</th>
</tr>
</thead>
</table>

**EDB Report Selected**

**BEN ROWS READ:** 703

**BEN ROWS UPDATED:** 703

**PER ROWS UPDATED:** 703

**TOTAL ECF RECORD WRITTEN:** 3,516
## Attachment D

<table>
<thead>
<tr>
<th>EMPLOYEE NAME</th>
<th>ID</th>
<th>HOME DEPT</th>
<th>DEPT NUM</th>
<th>EBEUC</th>
<th>EBERC</th>
<th>EUC</th>
<th>EREEP</th>
<th>ERC</th>
<th>APPT NUM</th>
<th>APPT TUC</th>
<th>APPT TYPE</th>
<th>APPT PERCENT</th>
<th>BEGIN</th>
<th>END</th>
</tr>
</thead>
<tbody>
<tr>
<td>COE, CHRIS</td>
<td>000050068</td>
<td>HOSP EDUC</td>
<td>827701</td>
<td>HX</td>
<td>C</td>
<td>HX</td>
<td>C</td>
<td>E</td>
<td>10</td>
<td>HX</td>
<td>3</td>
<td>0.40</td>
<td>03/01/04</td>
<td>99/99/99</td>
</tr>
<tr>
<td>COVERAGE, JAMES</td>
<td>555000105</td>
<td>CHAN OFFICE</td>
<td>804918</td>
<td>99</td>
<td>C</td>
<td>NX</td>
<td>U</td>
<td>F</td>
<td>20</td>
<td>NX</td>
<td>2</td>
<td>1.00</td>
<td>02/01/04</td>
<td>99/99/99</td>
</tr>
<tr>
<td>CRAB, BUST E.</td>
<td>000050095</td>
<td>CHAN OFFICE</td>
<td>804918</td>
<td>BX</td>
<td>C</td>
<td>BX</td>
<td>C</td>
<td></td>
<td>10</td>
<td>BX</td>
<td>5</td>
<td>0.40</td>
<td>03/01/04</td>
<td>99/99/99</td>
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<tr>
<td>EMPLOYEE51, TEST51</td>
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<td>CHAN OFFICE</td>
<td>804918</td>
<td>CX</td>
<td>C</td>
<td>99</td>
<td>S</td>
<td>C</td>
<td>20</td>
<td>99</td>
<td>2</td>
<td>0.45</td>
<td>02/01/04</td>
<td>99/99/99</td>
</tr>
<tr>
<td>JOHNSON, MALCOM P</td>
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<td>CHAN OFFICE</td>
<td>804918</td>
<td>99</td>
<td>C</td>
<td>NX</td>
<td>C</td>
<td>E</td>
<td>10</td>
<td>CX</td>
<td>2</td>
<td>1.00</td>
<td>07/01/98</td>
<td>12/31/06</td>
</tr>
<tr>
<td>MED BASE, TEST THE</td>
<td>565600001</td>
<td>CHAN OFFICE</td>
<td>804918</td>
<td>CX</td>
<td>U</td>
<td>CX</td>
<td>S</td>
<td>D</td>
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<td>11/01/06</td>
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</table>

**Note:** Please refer to the attached report for detailed information.
This summary presents information about your UC-sponsored benefit enrollments as of 09/14/06. This summary is for information purposes only and is not a guarantee of eligibility or benefit amounts. Please review the information, including any social security numbers, to be sure it is correct. Contact the person who handles Benefits in your department or your Benefits Office if you have any questions or think there may be an error.

PERSONAL INFORMATION

Your Employee Identification Number is: 777555024
Your Birthdate is: 06/15/45
We have as your Permanent Address:
5141 GENESTA AVE
ENCINO CA, 91345
Your citizenship status is: U.S. Citizen
Your Visa Type is:
Your Work Permit End Date is:
You have chosen the following Withholding Allowances:
Federal Tax Status: Single 0
State Tax Status: Single 0
Additional State Allowances: 0

Your appointment has qualified you for:
University of California Retirement Plan
OASDI & Medicare
Full Benefits

Your Employee Benefit Eligibility Unit is: CUE Clerical
Your Employee Benefit Eligibility Representation is: Covered

HEALTH AND WELFARE BENEFIT ENROLLMENT INFORMATION

You are enrolled in the following health and welfare plans:
Benefit Rates by Bargaining Units – Phase I
October 31, 2006
Revised November 27, 2006

* Kaiser North
  Self Coverage
  Coverage Effective date: 02/01/02
  Your monthly cost for this coverage is: $ 18.10
  Your contribution base is: 064

* PMI
  Self/Children Coverage
  Coverage Effective date: 03/02/00
  Your monthly cost for this coverage is: $ 0.00

* Vision Services Plan
  Self Coverage
  Coverage Effective date: 07/01/99
  Your monthly cost for this coverage is: $ 0.00

UNIVERSITY OF CALIFORNIA
PAYROLL/PERSOMNEL SYSTEM
Summary of UC Benefits Enrollment

* ARAG Legal Plan
  Self Coverage
  Coverage Effective date: 01/01/04
  Your monthly cost for this coverage is: $ 8.49

The following family members are enrolled:

<table>
<thead>
<tr>
<th>Name</th>
<th>Relationship</th>
<th>Enrolled/Effective Date/End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>JILL LONGSTREET</td>
<td>Child</td>
<td>Yes                 Yes   No   No</td>
</tr>
<tr>
<td>01 07/03/92</td>
<td>Male</td>
<td>03/04/00 03/02/00 06/30/00</td>
</tr>
</tbody>
</table>

(It is your responsibility to ensure that all family members meet UC eligibility requirements. Contact your campus Benefit Representative for more information.)

Additionally, you are enrolled in the following:

* Short Term Disability Insurance
* Basic Life Insurance in the amount of $ 50,000.00

You are participating in the Tax Savings on Insurance Premium (TIP) Plan. Any premiums you pay as an employee for health will be on a pre-tax basis.

RETIREDMENT AND SAVINGS PROGRAM INFORMATION

Your 403(b) maximum annual contribution limit is $20,000.00
Your current year-to-date 403(b) contributions total is $ 0.00
Your 457(b) maximum annual contribution limit is $20,000.00
Your current year-to-date 457(b) contributions total is $ 0.00
Your Defined Contribution Plan (DCP) eligibility status is:

DCP Eligible