## Version History

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1 Introduction

Post-doctoral scholars are eligible for a number of benefits, including medical, dental, vision, and long-term (supplemental) disability. The dental and vision premiums are fully-paid by the University, but medical can be partly-paid by the employee, and long-term disability is fully-paid by the employee. For post-docs who are paid by the University via PPS, the employee portions of the premiums are deducted from payroll earnings; the other post-docs must be billed directly by the campus.

1.1.1 Service Request SR83509

SR83509 requests the development of a new interface to be provided to Garnet-Powers Associates (GPA) each month with the details of the amounts of the medical and long-term disability premiums to be collected from post-docs.

2 Background

Campuses currently manage the collection of premiums that could not be deducted from payroll earnings in a variety of ways. In 2012, the number of premiums that must be collected this way will increase, because the HMO medical insurance option will now have an employee-paid portion of the premium.

3 Overview of System Modifications

3.1.1 Month-End Reporting

A new program to create the GPA interface file must be developed. It will read the monthly merged PAR file and the EDB to identify and report the employee portions of medical insurance and long-term disability.

3.1.2 Month-End PIN Processing

A new process to merge the campus interfaces for GPA into a single interface file for GPA must be developed. It will concatenate the files from the campuses and make the resulting file available in the existing vsftp directory for GPA.

4 Design Considerations

4.1 Assumptions and Dependencies

- Post-doc employees may occasionally not receive enough pay to cover their normal employee-paid premium portions; these amounts will suspend. We may not be able to identify when the suspended LTD amount is the normal behavior for post-doc without salary and a lack of sufficient pay.

4.2 External Impact

Campuses will transmit their interface files to UCOP for consolidation. The interface file must be made available to GPA on the secure ftp website. GPA currently receives another file in this manner.

5 Testing Considerations

Testing should include employees with normal activity as well as exception activity.
6  Mainframe Design

6.1  Month-End Reporting

6.1.1  Cobol Programs

6.1.1.1  PPP492 (new)

PPP492 creates the interface file for post-doc premium collection.

Overview of processing:

For each employee in the PAR file:

- Clear all employee-level flags and amounts: <suspended LTD flag>, <other LTD flag>, <LTD amount>, <normal PPO flag>, <other PPO flag>, <PPO amount>, <normal HMO flag>, <other HMO flag>, <HMO amount>.

For each PAR file record:

- Examine the deduction segment:
  - If the deduction code is GTN 635 (LTD):
    - If XPAR-DED-SUSPENDED <idx>, set <suspended LTD flag> and add XPAR-CUR-AMT <idx> to <LTD amount>; otherwise, set <other LTD flag>
  - If the deduction code is GTN 628 (PPO):
    - If XPAR-NORMAL-SOURCE <idx> and XPAR-NORMAL-DED-CONTRIB <idx>, set <normal PPO flag> and add XPAR-CUR-AMT <idx> to <PPO amount>; otherwise, set <other PPO flag>
  - If the deduction code is GTN 626 (HMO):
    - If XPAR-NORMAL-SOURCE <idx> and XPAR-NORMAL-DED-CONTRIB <idx>, set <normal HMO flag> and add XPAR-CUR-AMT <idx> to <HMO amount>; otherwise, set <other PPO flag>

Write interface file or warnings report:

- LTD: if the <suspended LTD flag> has been set and the <other LTD flag> has not been set, use <LTD amount> for the interface Premium Uncollected amount and write an interface record
- LTD: if the <suspended LTD flag> has been set and the <other LTD flag> has been set, write an error message <post-doc has non-suspended LTD activity>
- PPO: if the <normal PPO flag> has been set and the <other PPO flag> has not been set, look up the BRT premium rate for the plan via PPBENXHI (details below):
  - if KXHI-1-PREMIUM-AMT matches <PPO amount> and KXHI-1-EMPLOYER-CONTRIBUTION is less than KXHI-1-PREMIUM-AMT, select KXHI-1-EMPLOYEE-DEDUCTION for the interface Premium Uncollected amount, and write the interface record
  - if KXHI-1-PREMIUM-AMT does not match <PPO amount> and KXHI-1-EMPLOYER-CONTRIBUTION does not match <PPO amount>, write an error message <PAR GTN amount does not match BRT amount>
- PPO: if the <normal PPO flag> has been set and the <other PPO flag> has been set, write an error message <post-doc has other HMO/PPO activity>
- HMO: if the <normal HMO flag> has been set and the <other HMO flag> has not been set, look up the BRT premium rate for the plan via PPBENXHI (details below):
• if KXHI-1-PREMIUM-AMT matches <HMO amount> and KXHI-1-EMPLOYER-CONTRIBUTION is less than KXHI-1-PREMIUM-AMT, select KXHI-1-EMPLOYEE-DEDUCTION for the interface Premium Uncollected amount, and write the interface record

• if KXHI-1-PREMIUM-AMT does not match <HMO amount> and KXHI-1-EMPLOYER-CONTRIBUTION does not match <HMO amount>, write an error message <PAR GTN amount does not match BRT amount>

  o HMO: if the <normal HMO flag> has been set and the <other HMO flag> has been set, write an error message <post-doc has other HMO/PPO activity>

Inputs and Outputs

Merged sequential Monthly PAR file (use PPSEQPAR for reading the file and CPWSXPAR for record detail).

Error/warning report.

Interface file.

WORKING-STORAGE

For error handling, see the following in PPP491 for examples:

WS-ERRORS, WA-ERROR-LINE, MESSAGE-TABLE, STND-RPT-HD

For calls to PPBENXHI:

  01 PPBENXHI-INTERFACE EXTERNAL. COPY CPLNKXHI.
  01 DED-EFF-DATE-COMMAREA EXTERNAL. COPY CPWSEFDT.

PROCEDURE DIVISION

For error handling, see the following in PPP491 for examples:

  90000-ERROR-ROUTINE, references to STND-xxx

For calls to PPBENXHI:

  • KXHI-ACTION-CODE: ‘3’
  • KXHI-1-PLAN-CODE: BEN.HLTH_PLAN
  • KXHI-1-COVERAGE-CODE: BEN.HLTH_COVERCODE
  • KXHI-1-COVERAGE-EFFECT-DATE: BEN.HLTH_COVEFFDATE (transformed via XDC3)
  • KXHI-1-BRSC: cols 1-2 BEN.ELGIG_UNIT_CD, col 3 BEN.BEN_ELIG_REP_CD, cols 4-5 blank
  • KXHI-SALARY-BASE: if process month is not 12, use BEN.MED_CONT_BASE_CUR, if process month is 12, use BEN.MED_CONT_BASE_NEXT (process month is XPAR-PAY-END-MO)
  • KXHI-PAY-CYCLE-END-DATE: process month: YYMM01 (XPAR-PAY-END-YR/XPAR-PAY-END-MO/01)
  • KXHI-RATE-EFFECT-DATE-FLAG: blank
  • EFDT-ISO-date-CCYYMMDD: can be set to the first XPAR-PAY-END-DATE – what matters is the month and year, which will be the same for all of them; use XDC3 routines to convert the date
  • EFDT-ISO-ADV-CCYYMMDD: the first of the following month – typical way would be to set it to EFDT-ISO-DATE-CCYYMMDD, then set the day to 01 and add 1 to the month (and if the original month is 12, set the month to 01 and add 1 to the year); another option is to set XDC3-ISO-DATE to EFDT-ISO-DATE-CCYYMMDD, then set the day to 01, XDC3-NUMBER-OF-MONTHS to 1, then perform XDC3-OFFSET-MONTHS, and move XDC3-ISO-DATE to EFDT-ISO-ADV-CCYYMMDD.
  • EFDT-ISO-XPCR-CCYYMMDD: can be set to XDC3-LOW-ISO-DATE – it won’t be used.
  • EFDT-INPUT-XGTN-ICED-IND can be set to ‘A’, or set EFDT-ADVANCE-DEDUCTION to true, or set based on GTN_ICED_INDICATOR

Interface file (200 char total):

  • Location Code (2 char): XPAR-CAMPUS
• Employee ID (9 char): XPAR-ID-NO
• Employee Name (26 char): PER.EMP_NAME
• Employee Name Suffix (4 char): PER.NAMESUFFIX
• Department Name (30 char): HME.HME_DEPT_NAME, using PER.HOME_DEPT to select HME.HME_DEPT_NO
• If PAY.FOREIGN_ADDR_IND = ‘F’, the following fields are blank; otherwise,
  o Permanent Address Line 1 (30 char): PAY.ADDRESS_LINE1
  o Permanent Address Line 2 (30 char): PAY.ADDRESS_LINE2
  o Permanent Address City (21 char): PAY.ADDRESS_CITY
  o Permanent Address State (2 char): PAY.ADDRESS_STATE
  o Permanent Address Zip (5 char): PAY.ADDRESS_ZIP
• Plan Identifier (3 char; ‘LTD’, ‘PPO’, or ‘HMO’)
• Premium Uncollected (10 total with two implied decimals – e.g., 5.00 would be 0000000500)
• Coverage Date (8 as yyyymmdd – note, if LTD, first of process month (e.g., December process month would be 20111201), if HMO or PPO, first of next month (December process month would be 20120101).
• Filler (20 char)

6.1.2 Bind Members

6.1.2.1 PPP492 (new)
Plan bind member for PPP492.

6.1.3 Control Table Updates

6.1.3.1 CTL Database
Transactions will be keyed by the programmer and applied to the CTL database by running program PPP004.

6.1.3.1.1 System Messages Table
49201: POST-DOC HAS NON-SUSPENDED LTD ACTIVITY (batch severity 5)
49202: PAR GTN AMOUNT DOES NOT MATCH BRT AMOUNT (batch severity 5)
49203: POST-DOC HAS OTHER HMO/PPO ACTIVITY (batch severity 5)

6.1.4 JCL Changes

6.1.4.1 PPP492
JCL for PPP492 will be developed.

6.2 Month-End PIN Processing
A new process to merge the campus GPA interface file into one interface file for GPA must be developed.
6.2.1 JCL Changes

6.2.1.1 PINPDB1 (new)
JCL to merge the campus files into one for GPA will be developed. JCL PRO.CTL.ZEKEJCL(PINCCM1) and proc PRO.CTL.PROCLIB(PINCCM1) can be used as a model. Note that there will be files for campus locations 1 through 10, but no Hastings (H) or ASUCLA (A). See PINCAR1 (JCL, STEP4) for the vsftp directory name. The file name should be

PIN.FTPGP.PPC.<mon><yy>

where <mon><yy> are the standard 3-character month and 2-digit year values used in the example PIN processes.

7 Unit Testing Requirements

7.1