Service Request 83745

End FSA on Last Day of Separation Month

Technical Specification

September 19, 2012
Revised – January 31, 2013

Prepared by Baskar Chitravel

Information Resources & Communications
Office of the President
University of California
Version History

<table>
<thead>
<tr>
<th>Version #</th>
<th>Date</th>
<th>Revised By</th>
<th>Reason for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>09/19/2012</td>
<td>Baskar Chitravel</td>
<td>Initial version</td>
</tr>
<tr>
<td>2.0</td>
<td>12/18/2012</td>
<td>Baskar Chitravel</td>
<td>Modified for FSA Effective Date check</td>
</tr>
<tr>
<td>3.0</td>
<td>12/19/2012</td>
<td>Baskar Chitravel</td>
<td>Corrected the document header</td>
</tr>
<tr>
<td>4.0</td>
<td>01/31/2013</td>
<td>Baskar Chitravel</td>
<td>Add FSA ‘U’ Balance check; also, make termination date cutoff to be December 31st of the separation year</td>
</tr>
</tbody>
</table>
# Table of Contents

Version History .........................................................................................................................................................................................1

1 Introduction.........................................................................................................................................................................................3
   1.1.1 Service Request 83745.........................................................................................................................................3

2 Overview of System Modifications ...................................................................................................................................3

3 Design Considerations .......................................................................................................................................................4
   3.1 Assumptions and Dependencies.................................................................................................................................4

4 Mainframe Design..............................................................................................................................................................4
   4.1 Compute Changes ........................................................................................................................................................ 4
      4.1.1 COBOL Program .................................................................................................................................................4
   4.2 EDB Maintenance Changes .........................................................................................................................................8
      4.2.1 COBOL Program .................................................................................................................................................8
   4.3 One-Time Process ......................................................................................................................................................15
      4.3.1 Cobol Program ..................................................................................................................................................15
      4.3.2 Bind Members ................................................................. ..................................................................................22
      4.3.3 JCL Changes ..................................................................................................................................................22
      4.3.4 Control Table Updates .......................................................................................................................................23

5 End FSA on Last Day of Separation Month - Unit Testing Requirements ................................................................. 24
   5.1.1 EDB Maintenance (program PPEA006) Changes .............................................................................................24
   5.1.2 Compute Changes ..................................................................................................................................................27
   5.1.3 One-Time Process ..................................................................................................................................................29

Attachment A – One Time Program Report .................................................................................................................................31
1 Introduction

Depending on the participation from each Bargaining Unit, release 2033 ended employee coverages on the last day of the month in which an employee separates for the Medical, Dental, Vision, Legal, Life, and AD&D insurances.

Locations have recommended that the FSA benefits should also be end dated on the last day of the month in which an employee separates using the same coverage end date derivation logic of release 2033.

1.1.1 Service Request 83745

SR83745 asks PPS to end date the Health and Dependent Care FSA benefits on the last day of the month in which an employee separates, if the employee is part of a participating Bargaining Unit (BEN SEP MONTH = ‘Y’) and Separation Reason Code is KA (and no dependent coverages), RA, RD, RF, RB or RC.

If the derived termination date is in a calendar year following the separation year, then December 31 of the separation year should be used in place of the derived date.

2 Overview of System Modifications

The PPS changes required are the following:

1. A new onetime program, based on PPOT2033, which can run in Update and Report mode to update the Health and DepCare Termination Dates. This program should accept an input of the Separation Cutoff date and program run mode. In addition, this onetime program should create a tab-delimited file as per the layout provided in BRD.

2. In the EDB maintenance (PPEA006), call PPBUTSEP for the new end benefits rule and set the Health & DepCare FSA termination dates depending on the Separation Reason and dependent benefit enrollments.

3. In the compute logic, identify Health and DepCare FSA GTNs using IC2 constants. Then, check for the existence of a non-zero Coverage End Date that is prior to the first of next month and set the Deduction Not Taken Flag to true.
3 Design Considerations

3.1 Assumptions and Dependencies

a. EDB Maintenance and Compute changes are required to end date the Flexible Spending Account (FSA) benefits.

b. Health and DepCare FSA balances and enrollment effective date are not modified. They will be initialized, using termination date, as part of periodic monthly maintenance.

c. No changes to the I4 Separation logic, which sets the Health and DepCare termination date to be the last day of the month of separation.

d. Installation constants IC2-DEPCARE-GTN and IC2-HCRA-GTN identify the GTN numbers for DepCare and Health FSA for each campus.

e. No changes in Rush Check processing.

f. An employee is enrolled in Health and/or Dependent Care FSA, only if their respective GTN’s ‘U’ balance is non-zero or non-zero ‘G’ balance exists with a valid effective date.

g. The derived termination date for FSA benefits cannot be greater than December 31 of the separation year.

4 Mainframe Design

4.1 Compute Changes

4.1.1 COBOL Program

4.1.1.1 PPP400

Program PPP400 performs the Gross-to-Net processing within the compute, develops employee deductions (and some employer contributions), derives Net Pay, and produces the Payroll Audit Record (PAR) file from the EDB details and preliminary PAR file with gross-to-net activity.
This program will be modified to end date the Health and FSA coverages at the end of the separation month of an employee, if the following conditions are met:

- If the flag that indicates the Bargaining Unit’s participation in Benefit Separation at Monthend is **true**.

Call PPBUTSEP with Benefit Bargaining Representation Code (EBERC) and Benefit Bargaining Unit Code (EBEUC) of employee as input, which will return the flag that indicates the Bargaining Unit’s participation in Benefit Separation at Monthend, if any of the below criteria is met:

1. If the Benefit Bargaining Representation Code of the Employee EBERC is not ‘C’
2. If the Benefit Bargaining Representation Code of the Employee EBERC is ‘C’ and
   - BUT_END_BEN_SEP_ME of PPPBUT table is found for EBEUC and BUT_END_BEN_SEP_ME is not (‘N’ or blank)
   - or
   - BUT_END_BEN_SEP_ME of PPPBUT table is not found for EBEUC and BUT_END_BEN_SEP_ME is not (‘N’ or blank) B
3. Separation Reason Code is not in (KA, RA, RD, RF, RB or RC).
PROCEDURE DIVISION

In the INITIALIZATION-0015 SECTION, change the input PROG-ID as per PPS standard.

In the CREATE-DEDUCTION-TO-TAKE-1220 SECTION, do the following:

1. Identify Health and DepCare FSA GTNs using IC2 constants.

2. Check for non-zero Coverage End Date (WS-BSP-COVEND-DATE) that is derived from Emp. Separation Date.

3. Set EFDT-DONT-TAKE-DEDUCTION to true, if the valid derived Coverage End Date (WS-BSP-COVEND-DATE) is prior to first of next month (ISO-PREM-COV-MONTH-DATE).

CREATE-DEDUCTION-TO-TAKE-1220 SECTION.

IF XSP-PARAM (31) NOT = ZERO
   IF KNET-DEDX = XSP-PARAM (31) OR
   . . .
   IF WS-BSP-COVEND-DATE < ISO-PREM-COV-MONTH-DATE
      SET EFDT-DONT-TAKE-DEDUCTION TO TRUE
   END-IF
END-IF
* 
END-EVALUATE
ELSE
*----> LOGIC FOR Health & DepCare FSA – Use WS-BSP-COVEND-DATE
*

MOVE KNET-DEDX                           TO HCRA-GTN-NO
DEPCARE-GTN-NO

IF IC2-HCRA-GTN OR IC2-DEPCARE-GTN
   IF WS-BSP-COVEND-DATE = XDC3-LOW-ISO-DATE
      CONTINUE
   ELSE
      IF WS-BSP-COVEND-DATE < ISO-PREM-COV-MONTH-DATE
         SET EFDT-DONT-TAKE-DEDUCTION TO TRUE
      END-IF
   END-IF
END-IF

IF EFDT-DONT-TAKE-DEDUCTION
   CONTINUE
ELSE
   PERFORM PROCESS-EFF-DATE-9600
END-IF.
4.2 **EDB Maintenance Changes**

4.2.1 **COBOL Program**

4.2.1.1 **PPEA006**

PPEA006 performs Separation edits during explicit EDB Maintenance. PPEA006 enforces Separation consistency edits when a Separation is performed, including the establishment of a Health /DepCare FSA Termination Date.

The program will be modified to call PPBUTSEP for the new end benefits rule and set the Health & DepCare FSA termination dates depending on the Separation Reason and dependent benefit enrollments as in PPEI330 program changes in R2033 for end dating most of the other benefits.

**WORKING-STORAGE**

Using the program PPEI330’s changes in R2033 as a sample, do the following:

1. Change the A-STND-PROG-ID as per the PPS Standard.
2. Define the work variables PGM-PPBUTSEP / PPBUTSEP-INTERFACE and PGM-PPCOVEDB / PPCOVEDB-INTERFACE.
3. Define working variable to calculate the Same and Next Month End dates.
4. Define WS-COVERAGE-END-DATE (Char 10) to hold the coverage end date in ISO to be applied to Health and DepCare FSA Termination Dates.
5. Under MESSAGES-USED, define M12946, M13946, M12948, M13947, M13949, and M13951 messages.
6. Under COLUMN-88-WORK, copy CPWSW88S 88 level defined copylib.

Using the program PPEG226 as a sample, in the EXTERNALS section, copy CPWSEBSA as below:

```sql
01 BENEFIT-SEGMENT-ARRAY EXTERNAL. COPY CPWSEBSA.
```
PROCEDURE DIVISION

Add the logic to end date the Health and FSA coverages at the end of the separation month of an employee, if the employee satisfies the separate reason and coverage conditions.

Using the program PPEI330’s changes in R2033 as a sample, do the following:

1. Add 7100-CALL-COVERAGE-UTILITY section to call coverage utility program PPCOVEDB.
2. Add 7000-DERIVE-DEPENDNT-COVGRAGE section to call the above defined 7100-CALL-COVERAGE-UTILITY section that calls the coverage utility program.
3. Add 7050-CALL-PPBUTSEP section to call separation utility program PPBUTSEP.
4. Calculate the current and next monthend dates, call the PPBUTSEP to find out which rule to apply, and set the HCRA / DEPCARE Termination Dates accordingly as below:

Add a 1050-SEP-DERIVE-COV-END-DATE section and do the following tasks as 2000-SEP-DERIVE-COV-END-DATE of PPEI330:

From Separation Date, calculate Same and Next Month End dates.

Compare the CCYY portion of the Same and Next Month End derived dates. If there is a difference found in CCYY, then set the next monthend date to be the same as same monthend date as below:


MOVE WS-ISO-SAME-MONTH-END TO WS-ISO-NEXT-MONTH-END

END-IF

Call PPBUTSEP to get the New KBSP- flag for the employee EBEUC/EBERC.

Calculate WS-COVERAGE-END-DATE using the KBSP-NEW-RULE-IN-EFFECT flag

Month End (Same/Next) dates

Separate Reason Code

Only if Separate Reason is Death, call 7000-DERIVE-DEPENDNT-COVRAGE for each Health, Dental, or Vision plan to find out which date (out of Same/Next) to use as below:

Use Same Month Date if no dependent enrolled in Health, Vision, and Dental

Use Next Month Date if dependent enrolled in Health, Vision, or Dental
Add a new call in the 1000-MAINLINE-ROUTINE section, before executing USER08 or USER12 call as below:

```
*----------------------------------------------------------------*
1000-MAINLINE-ROUTINE SECTION.
*----------------------------------------------------------------*
PERFORM 1050-SEP-DERIVE-COV-END-DATE.
IF KRMI-REQUESTED-BY-08
  PERFORM 1100-ACTION-EDITS-MAINLINE
ELSE
  PERFORM 5100-IMPLIED-MAINT-MAINLINE
END-IF.
```

In 1100-ACTION-EDITS-MAINLINE section, if the Health / DepCare FSA Termination Date is low-values or later than the derived end of Separation Month Date, set it to the derived end of Separation Month Date and send the USER08 informational message as below:

```
*----------------------------------------------------------------*
1100-ACTION-EDITS-MAINLINE SECTION.
*----------------------------------------------------------------*
IF SEPARATE-DATE < XDTS-ISO-FIRST-OF-MONTH-DATE
  ... 
  IF SEPARATE-REASON IS EQUAL TO SPACES
    ADD 1 TO KMTA-CTR
    MOVE M08907 TO KMTA-MSG-NUMBER (KMTA-CTR)
    MOVE 2 TO KMTA-LENGTH (KMTA-CTR)
    MOVE SEPARATE-REASON TO KMTA-DATA-FIELD (KMTA-CTR)
    MOVE E0141 TO KMTA-FIELD-NUM (KMTA-CTR)
    MOVE WS-Routine-Type TO KMTA-Routine-Type (KMTA-CTR)
    MOVE WS-Routine-Num TO KMTA-Routine-Num (KMTA-CTR)
  END-IF.
```
IF WS-BSP-COVEND-DATE > XDC3-LOW-ISO-DATE
    IF EBSA-DED-EFF-DATE (226) > WS-BSP-COVEND-DATE OR
        (EBSA-DED-EFF-DATE (226) = XDC3-LOW-ISO-DATE AND
        EDSA-BALAMT (226, DSA-USER-P) = ZERO AND
        EDSA-BALAMT (226, DSA-GTN-P) = ZERO)
        CONTINUE
    ELSE
        IF HCRA-TERM-DATE = XDC3-LOW-ISO-DATE OR
           HCRA-TERM-DATE > WS-BSP-COVEND-DATE
           ADD 1 TO KMTA-CTR
           MOVE M08921 TO KMTA-MSG-NUMBER (KMTA-CTR)
           MOVE 10 TO KMTA-LENGTH (KMTA-CTR)
           MOVE WS-BSP-COVEND-DATE TO KMTA-DATA-FIELD (KMTA-CTR)
           MOVE E0314 TO KMTA-FIELD-NUM (KMTA-CTR)
           MOVE WS-ROUTINE-TYPE TO KMTA-ROUTINE-TYPE (KMTA-CTR)
           MOVE WS-ROUTINE-NUM TO KMTA-ROUTINE-NUM (KMTA-CTR)
           END-IF
        END-IF
        IF EBSA-DED-EFF-DATE (227) > WS-BSP-COVEND-DATE OR
            (EBSA-DED-EFF-DATE (227) = XDC3-LOW-ISO-DATE AND
            EDSA-BALAMT (227, DSA-USER-P) = ZERO AND
            EDSA-BALAMT (227, DSA-GTN-P) = ZERO)
            CONTINUE
        ELSE
            IF DEPCARE-TERM-DATE = XDC3-LOW-ISO-DATE OR
               DEPCARE-TERM-DATE > WS-BSP-COVEND-DATE
               ADD 1 TO KMTA-CTR
               MOVE M08922 TO KMTA-MSG-NUMBER (KMTA-CTR)
               MOVE 10 TO KMTA-LENGTH (KMTA-CTR)
               MOVE WS-BSP-COVEND-DATE TO KMTA-DATA-FIELD (KMTA-CTR)
               MOVE E0315 TO KMTA-FIELD-NUM (KMTA-CTR)
               MOVE WS-ROUTINE-TYPE TO KMTA-ROUTINE-TYPE (KMTA-CTR)
               MOVE WS-ROUTINE-NUM TO KMTA-ROUTINE-NUM (KMTA-CTR)
               END-IF
            END-IF
        END-IF
    END-IF
END-IF.

END-IF.
If the Health / DepCare FSA Termination Date is low-values or later than the derived end of Separation Month Date, set it to the derived end of Separation Month Date in the implied maintenance section 5100-IMPLIED-MAINT-MAINLINE as below (indentations changed for the original code change – COMMENT out the HCRA/DCRA termination logic based on Separation Date and ‘U’ balance):

*----------------------------------------------------------------*  
5100-IMPLIED-MAINT-MAINLINE SECTION.  
*----------------------------------------------------------------*

SET RECHECK-EMPLOYMENT-STATUS TO TRUE.

. . .

** IF THE HCRA TERMINATION DATE IS LOW VALUES OR LATER THAN **
** THE DERIVED DATE, SET IT TO THE DERIVED DATE. **

**************************************************************************

**** IF  EDSA-BALAMT (338, DSA-USER-P) > ZERO
________ IF  EDSA-BALAMT (226, DSA-USER-P) > ZERO
________ MOVE SEPARATE-DATE TO XDC3-ISO-DATE
________ PERFORM XDC3-GET-END-OF-MONTH-DATE
________ ADD 1 TO XDC3-LILIAN-DATE
________ PERFORM XDC3-CONVERT-LILIAN-TO-ISO
________ PERFORM XDC3-GET-END-OF-MONTH-DATE
________ IF XDC3-ISO-CCYY > XDTS-ISO-DATE=TODAY-CCYY
________ MOVE XDTS-ISO-DATE=TODAY-CCYY TO XDC3-ISO-CCYY
________ MOVE 12 TO XDC3-ISO-MM
________ MOVE 31 TO XDC3-ISO-DD
________ END-IF
________ IF HCRA-TERM-DATE = XDC3-LOW-ISO-DATE
________ OR HCRA-TERM-DATE > XDC3-ISO-DATE
________ MOVE XDC3-ISO-DATE TO HCRA-TERM-DATE
________ MOVE E0314 TO DL-FIELD
________ PERFORM 9050-AUDITING-RESPONSIBILITIES
________ END-IF
________ END-IF.
EJECT
**SET THE DEPCARE TERMINATION DATE IF USER BALANCE > ZERO.**

**CALCULATE A MONTH END DATE, EITHER THE CURRENT MONTH IF**

**DECEMBER, OR THE NEXT MONTH IF JANUARY THROUGH NOVEMBER.**

**IF THE DERIVED DATE IS IN A LATER YEAR, CHANGE THE DERIVED**

**DATE TO DECEMBER 31 OF THE CURRENT YEAR.**

**IF THE DEPCARE TERMINATION DATE IS LOW VALUES OR LATER THAN**

**THE DERIVED DATE, SET IT TO THE DERIVED DATE.**

**** IF EDSA-BALAMT (335, DSA-USER-P) > ZERO

---

```plaintext
IF EDSA-BALAMT (227, DSA-USER-P) > ZERO
    MOVE SEPARATE-DATE TO XDC3-ISO-DATE
    PERFORM XDC3-GET-END-OF-MONTH-DATE
    ADD 1 TO XDC3-LILIAN-DATE
    PERFORM XDC3-CONVERT-LILIAN-TO-ISO
    PERFORM XDC3-GET-END-OF-MONTH-DATE
    IF XDC3-ISO-CCYY > XDTS-ISO-DATE-TODAY=CCYY
        MOVE XDTS-ISO-DATE-TODAY=CCYY TO XDC3-ISO-CCYY
        MOVE 12 TO XDC3-ISO-MM
        MOVE 31 TO XDC3-ISO-DD
    END-IF
END-IF
```

---

**END IF.**
IF WS-BSP-COVEND-DATE > XDC3-LOW-ISO-DATE
  IF EBSA-DED-EFF-DATE (226) > WS-BSP-COVEND-DATE OR
    (EBSA-DED-EFF-DATE (226) = XDC3-LOW-ISO-DATE AND
      EDSA-BALAMT (226, DSA-USER-P) = ZERO AND
      EDSA-BALAMT (226, DSA-GTN-P) = ZERO)
    CONTINUE
  ELSE
    IF HCRA-TERM-DATE = XDC3-LOW-ISO-DATE OR
      HCRA-TERM-DATE > WS-BSP-COVEND-DATE
      MOVE WS-BSP-COVEND-DATE TO HCRA-TERM-DATE
      MOVE E0314 TO DL-FIELD
      PERFORM 9050-AUDITING-RESPONSIBILITIES
    END-IF
  END-IF
ELSE
  IF DEPCARE-TERM-DATE = XDC3-LOW-ISO-DATE OR
    DEPCARE-TERM-DATE > WS-BSP-COVEND-DATE
    MOVE WS-BSP-COVEND-DATE TO DEPCARE-TERM-DATE
    MOVE E0315 TO DL-FIELD
    PERFORM 9050-AUDITING-RESPONSIBILITIES
  END-IF
END-IF.
*----------------------------------------------------------------*
9050-AUDITING-RESPONSIBILITIES SECTION.
*----------------------------------------------------------------*
4.3 One-Time Process

4.3.1 Cobol Program

4.3.1.1 PPOTRRRR

This onetime program should be based on the onetime program PPOT2033 that was written in R2033 to set Medical, Dental, Vision, and Legal Coverage End Dates for employees with Separation Date.

Like the previous onetime PPOT2033, this onetime program should accept Specification Card input of the following details:

- **Separation Cutoff Date**, after which date all the separated employees will be selected for further processing

- **Program Run Mode** that will let the program run in Update or Report mode. In the Update run mode, it will update the Health and DepCare FSA dates and produce the ECF change file. However, in the Report mode, the outputs will be produced without the above EDB updates.

In addition, this onetime program should create a tab-delimited file as per the layout provided in BRD document.

*All the write-ups below for the onetime program are taken from the R2033 TSD.*

The changes needed in the **R2033 onetime program write-up** for updating the termination dates of Health FSA (HCRA_TERM_DATE) and DepCare (DEPCARE_TERM_DATE) in the EDB table PPPBEN are below:

As per PPS Standard, throughout the new onetime program, change the release number, SR number, dates, and all the documentations to reflect the Health/DepCare FSA changes.

Add Health / DepCare FSA termination dates and remove Medical / Dental / Vision / Legal coverage end dates at the following sections of the procedure division:

- In the 2100-SELECT-FROM-PPPBEN, which is performed to get the current benefit details from EDB table

- In the 2500-UPDATE-PPPBEN section that updates the derived end dates into PPPBEN table.
• In the 2400-CREATE-ECF section, where the changed data elements are populated and written into ECF file.

    Note: XCHG-DATA-ELEM-NO is ‘0314’ for Health and ‘0315’ for DepCare FSA Termination Dates.

• Populate and write the output into the Tab-Delimited file in the 2600-CREATE-TAB-DLMTD-REC section.

• Add a new section 2050-VERIFY-HCRA-DCRA-ENROLL to access PPPDBL and PPPBRS tables for HCRA / DCRA plan enrollments. The sample SQL, which uses the input employee ID and GTN Number, and the processing details are provided below:

```sql
SELECT A.EMPLOYEE_ID, CHAR (DED_EFF_DATE, ISO)
FROM PPPVZDBL_DBL A, PPPVZBRS_BRS B
WHERE A.EMPLOYEE_ID = :WS-EMPLOYEE-ID AND A.EMPLOYEE_ID = B.EMPLOYEE_ID
AND GTN_NUMBER = BENRATE_GTN AND GTN_AMT <> 0
AND GTN_NUMBER = :WS-GTN AND GTN_IND = 'G'

IF SQLCODE = ZERO
    MOVE 'E' TO WS-FSA-FLAG
END-IF
```

***** An employee is enrolled in Health and/or Dependent Care FSA, only if their respective GTN’s ‘U’ balance is non-zero (logic below) OR non-zero ‘G’ balance exists with a valid effective date (logic above).

ELSE

```
SELECT EMPLOYEE_ID
FROM PPPVZDBL_DBL
WHERE EMPLOYEE_ID = :WS-EMPLOYEE-ID AND GTN_AMT <> 0
AND GTN_NUMBER = :WS-GTN AND GTN_IND = 'U'
```

IF SQLCODE = ZERO
    MOVE 'E' TO WS-FSA-FLAG
END-IF
END-IF
• **Logic:** The derived termination date for FSA benefits cannot be greater than December 31 of the separation year.

In the 2000-PROCESS-SEPARATED-EMPS section, after the program derives WS-ISO-SAME-MONTH-END and WS-ISO-NEXT-MONTH-END (before 7050-CALL-PPBUTSEP call), compare the CCYY portion of the 2 derived dates. If there is a difference found between CCYY portion of the derived same and next month end dates, then set the next month end date to be the same as same month end date as below:

```plaintext
***GET SEPERATION NEXT MONTH END
  MOVE WS-ISO-LAST-DAY-COVERAGE TO XDC3-ISO-DATE.
  MOVE 1 TO XDC3-NUMBER-OF-MONTHS.
  PERFORM XDC3-OFFSET-MONTHS.
  PERFORM XDC3-GET-END-OF-MONTH-DATE.
  MOVE XDC3-ISO-DATE TO WS-ISO-NEXT-MONTH-END.

    MOVE WS-ISO-SAME-MONTH-END TO WS-ISO-NEXT-MONTH-END
  END-IF

  PERFORM 7050-CALL-PPBUTSEP.

  EVALUATE TRUE
    WHEN KBSP-NORMAL-RETURN
      IF KBSP-NEW-RULE-IN-EFFECT
        MOVE WS-ISO-SAME-MONTH-END
```
In the 2000-PROCESS-SEPARATED-EMPS section, where the program derives WS-ISO-LAST-DAY-COVERAGE from PPBUTSEP call and Separation Reason (and PPCOVEDB call for death separate reason) and populates the coverage end dates.

**Before** moving the calculated termination dates to the HCRA Termination Date (**after** WS-ISO-LAST-DAY-COVERAGE is established), in the 2000-PROCESS-SEPARATED-EMPS section, initialize the flag WS-FSA-FLAG to ‘N’. Populate the WS-GTN with ‘226’ and perform the new section 2050-VERIFY-HCRA-DCRA-ENROLL. If the flag WS-FSA-FLAG is unchanged (value ‘N’) after the call, then **skip** the HCRA Termination Date update for this employee.

Repeat the same steps above with WS-GTN (= ‘227’) and WS-FSA-FLAG (= ‘N’) **before** DCRA Termination Date update (**after** WS-ISO-LAST-DAY-COVERAGE is established). **Skip** the DCRA Termination Date update, if the WS-FSA-FLAG is unchanged (value ‘N’) after the call to 2050-VERIFY-HCRA-DCRA-ENROLL.

**Note:**


If **at least one** of the calls to 7000-DERIVE-DEPENDNT-COVRAGE returns WS-ISO-LAST-DAY-COVERAGE = WS-ISO-NEXT-MONTH-END, then set the Health and DepCare Termination dates to WS-ISO-NEXT-MONTH-END because dependent coverage still exists for this employee.

For setting the Health and DepCare Termination dates to WS-ISO-SAME-MONTH-END, **all** the calls to 7000-DERIVE-DEPENDNT-COVRAGE should return WS-ISO-LAST-DAY-COVERAGE = WS-ISO-SAME-MONTH-END to make sure that no dependent coverage exists in any of the Health, Dental, and Vision plans.
Inputs and Outputs

Inputs

- Spec card with cut-off date for future separations. Only employees with separation dates after the spec card date will have their FSA benefits coverage end date adjusted.

- PPPBEN table.

- PPPPER table.

- PPPSCR table.

- PPPDBL table.

- PPPBRS table.

- PPPDEP array.

Outputs

- Updates to PPPBEN table.

- Employee Change File.

- Tab-delimited file listing original and updated FSA coverage end dates. See Attachment A of BRD for layout. Change the length of TAB-LMTD-REC record accordingly.

- Totals report
WORKING-STORAGE

- Copylib CPLNKBSF which contains the linkage to program PPBUTSEP.

- Record layout for spec card, which will include the cutoff date and run mode “REPORT” or “UPDATE”.

- Record layouts (INCLUDE) for PPPDBL (PPPVZDBL), PPPBRS (PPPVZBRS), PPPBEN and PPPPER tables.

- A flag WS-FSA-FLAG with valid values of ‘E’ (Enrolled in FSA plan) and ‘N’ (Not enrolled in FSA plan).

- CPWSEDEP (PPPDEP-ARRAY).

- CPWSW88S (COLUMN-88-WORK)

- Record layout (Header & Detail changed as per the layout in Attachment A) for the output tab-delimited file.

- Copylib CPWSXCHG which contains the record layout for the employee change file (ECF).

- Copylib CPWSXSCR which contains the record layout for the System Control Record, which will be used to populate the ECF header.

- Appropriate totals for display on the totals report.

- Cursor definition on PPPPER table to obtain employee IDs, separation date, and separation reason for any employee with a separation date later than the spec card date.
PROCEDURE DIVISION

Initialization

- Validate spec card date and run mode
- Open the cursor on the PPPPER. Fetch the first row. If none found, abort.
- Read the PPPSCR record and PPPCCR row.
- Populate and write the ECF header record

Loop through the cursor. For each employee ID found:

- If the separation reason is death, call PPDEPUTL for the employee (to load PPPDEP-ARRAY).

Follow the logic in PPEI330 for determining the coverage end dates for medical, dental, vision, and legal plans; don’t use the KRMI/KMTA error-handling mechanism, but do issue warning/abend messages for the same error conditions in the totals report

Follow the logic in PPOT2033 for determining the coverage end dates for Health FSA and DepCare FSA plans.

- Verify the HCRA and DCRA enrollments by accessing the DBL and BRS tables. Skip the remaining steps for this employee and go back to fetch (and process) the next employee, if the employee is not enrolled in both the HCRA and DCRA plans.

- For each enrolled plan type, check the COVENDTERM_DATE field in the PPPBEN row and if it is not equal to the derived coverage end date:
  - If UPDATE mode, update the EDB field with the derived coverage end date
  - Write an ECF record with the change.
  - Write a record to the tab-delimited file
  - Add to the totals in working storage
Wrap-up

- Write the totals report

4.3.2 Bind Members

4.3.2.1 PPOTRRRR

Plan bind member for PPOTRRRR. This will include PPPBUTSEP.

4.3.3 JCL Changes

4.3.3.1 PPOTRRRR

Sample JCL will be provided for running the one-time program PPOTRRRR.
4.3.4 Control Table Updates

4.3.4.1 System Messages Table (MSG)

New messages will be added to the System Messages table to handle the Health and DepCare FSA Termination Date overrides in PPEA006 program. These messages should all have severity = 2.

Define message number 08921 as below into the System Messages table PPPMSG:

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSG_NUMBER</td>
<td>08921</td>
</tr>
<tr>
<td>MSG_REFERENCE</td>
<td>1</td>
</tr>
<tr>
<td>MSG_SEVERITY</td>
<td>2</td>
</tr>
<tr>
<td>MSG_TURNAROUND</td>
<td>1</td>
</tr>
<tr>
<td>MSG_TEXT</td>
<td>HEALTH FSA TERM DATE WILL BE SET FROM DE</td>
</tr>
<tr>
<td></td>
<td>RIVED MONTHEND SEP DATE</td>
</tr>
<tr>
<td>MSG_ROUTING_CODES</td>
<td>CHAR(4)</td>
</tr>
<tr>
<td>MSG_LAST_ACTION</td>
<td>A</td>
</tr>
<tr>
<td>MSG_LAST_ACTION_DT</td>
<td>09/19/2012</td>
</tr>
<tr>
<td>MSG_BATCH_SEVERITY</td>
<td>2</td>
</tr>
<tr>
<td>MSG_ONLIN_SEVERITY</td>
<td>2</td>
</tr>
</tbody>
</table>

Define message number 08922 as below into the System Messages table PPPMSG:

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSG_NUMBER</td>
<td>08922</td>
</tr>
<tr>
<td>MSG_REFERENCE</td>
<td>1</td>
</tr>
<tr>
<td>MSG_SEVERITY</td>
<td>2</td>
</tr>
<tr>
<td>MSG_TURNAROUND</td>
<td>1</td>
</tr>
<tr>
<td>MSG_TEXT</td>
<td>DEPCARE FSA TERM DATE WILL BE SET FROM D</td>
</tr>
<tr>
<td></td>
<td>RIVED MONTHEND SEP DATE</td>
</tr>
<tr>
<td>MSG_ROUTING_CODES</td>
<td>CHAR(4)</td>
</tr>
<tr>
<td>MSG_LAST_ACTION</td>
<td>A</td>
</tr>
<tr>
<td>MSG_LAST_ACTION_DT</td>
<td>09/19/2012</td>
</tr>
<tr>
<td>MSG_BATCH_SEVERITY</td>
<td>2</td>
</tr>
<tr>
<td>MSG_ONLIN_SEVERITY</td>
<td>2</td>
</tr>
</tbody>
</table>
5 End FSA on Last Day of Separation Month - Unit Testing Requirements

Load a test EDB and CTL from Base.

5.1.1 EDB Maintenance (program PPEA006) Changes

Assume that the current month is September. Select a Separation Date in current month (like 09/19/2012) and prior month (example, 08/22/2012), and future month (example, 10/05/2012).

Run a query (QUERY1) from PPPBUT to get the list of Bargaining Units (BUT_BUC) that participates in the benefit separation month end (with BUT_END_BEN_SEP_ME = ‘Y’).

Run a query (QUERY2) from PPPBUT to get the list of Bargaining Units (BUT_BUC) that does not participate in the benefit separation month end (with BUT_END_BEN_SEP_ME = ‘N’ or blank).

Run a query (QUERY3) against table PPPBEN to get a list of the following employee details:
- Employees (EMPLOYEE-ID)
- Health FSA Termination Date (HCRA_TERM_DATE)
- Dependent Care FSA Termination Date (DEPCARE_TERM_DATE)
- Employee Benefit Eligibility Unit Code EBEUC (BEN_ELIG_UNIT_CD)
- Employee Benefit Eligibility Representation Code EBERC (BEN_ELIG_REP_CD)

Select a list of employees (LIST1) who are in QUERY3 and BEN_ELIG_UNIT_CD exists in QUERY1.

Select a list of employees (LIST2) who are in QUERY3 with BEN_ELIG_REP_CD <> ‘C’ and BEN_ELIG_UNIT_CD exists in QUERY2.

Select a list of employees (LIST3) who are in QUERY3 with BEN_ELIG_REP_CD = ‘C’ and BEN_ELIG_UNIT_CD exists in QUERY2.

Run a query (QUERY4) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with all of their dependent’s Health, Dental, and Vision coverages ended prior to the Separation Date selected like below:
Select EMPLOYEE_ID from PPPDEP, where all the employee’s dependents (DEP_NUM) coverage ended.

**Note:**

For Health Coverage End Check:

\[
\text{(DEP_HLTH_COVEFFDT \space \text{is a low date or future date after next month end- 10/31/12 for 9/19/12 separation)} \quad \text{OR (DEP_HLTH_COVEFFDT \space \text{not (low date or future date) and DEP_HLTH_COVENDDT < Separation Date)}}
\]

For Dental Coverage End Check:

\[
\text{(DEP_DENTL_COVEFFDT \space \text{is a low date or future date after next month end- 10/31/12 for 9/19/12 separation)} \quad \text{OR (DEP_DENTL_COVEFFDT \space \text{not (low date or future date) and DEP_DENTL_COVENDDT < Separation Date)}}
\]

For Vision Coverage End Check:

\[
\text{(DEP_VIS_COVEFFDT \space \text{is a low date or future date after next month end- 10/31/12 for 9/19/12 separation)} \quad \text{OR (DEP_VIS_COVEFFDT \space \text{not (low date or future date) and DEP_VIS_COVENDDT < Separation Date)}}
\]

Run a query (QUERY5) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with at least one of employee’s dependents Health, Dental, or Vision coverage not ended prior to the Separation Date selected.

From the LIST1, LIST2, QUERY4, and QUERY5 results, devise the testing scenario as below:

**CICS Testing:**

After successful installation of the program PPEA006 into the region in which you are going to test the changes, select the employee ID from LIST1 or LIST2 with option ESEP screen in the CICS region. Enter the values from various list as per the suggestion below with the expected results:
<table>
<thead>
<tr>
<th>Employee From</th>
<th>Employee also exists in Query4/5</th>
<th>Separation Reason</th>
<th>Separation Date / Last Day on Pay</th>
<th>Expected Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIST1 or LIST2</td>
<td>Any</td>
<td>RA, RD, RF, RB or RC</td>
<td>091512</td>
<td>08921 message with Health FSA Date (DET# 314) of 09/30/2012.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>08922 message with DepCare FSA Date (DET# 315) of 09/30/2012.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>QUERY4</td>
<td>KA</td>
<td>091612</td>
<td>08921 message with Health FSA Date (DET# 314) of 09/30/2012.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>08922 message with DepCare FSA Date (DET# 315) of 09/30/2012.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>QUERY5</td>
<td>KA</td>
<td>091712</td>
<td>08921 message with Health FSA Date (DET# 314) of 10/31/2012.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>08922 message with DepCare FSA Date (DET# 315) of 10/31/2012.</td>
</tr>
<tr>
<td>LIST3</td>
<td>Any</td>
<td>KA, RA, RD, RF, RB or RC</td>
<td>091812</td>
<td>08921 message with Health FSA Date (DET# 314) of 10/31/2012.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>08922 message with DepCare FSA Date (DET# 315) of 10/31/2012.</td>
</tr>
</tbody>
</table>

After successful update (press PF5 again), run QUERY3 again and verify that the expected results that were displayed in the CICS screen are applied to the table PPPBEN's Health FSA Termination Date (HCRA_TERM_DATE) and Dependent Care FSA Termination Date (DEPCARE_TERM_DATE).

**Note:** In the above test cases, HCRA (GTN 226) and/or DCRA (GTN 227) Termination Dates are not populated, if any one of the following conditions is true:

1. HCRA / DCRA Deduction Effective Date in the PPPBRS table for the test employee is more than the Expected HCRA/DCRA Termination Date
2. HCRA / HCRA Deduction Effective Date in the PPPBRS table for the test employee is a low-ISO-date (or not found) and ‘G’ Balance setup for the HCRA / DCRA in PPPDBL table for the employee is zero (or not found) and ‘U’ Balance setup for the HCRA / DCRA in PPPDBL table for the employee is zero (or not found).
3. If the Separation Date is in December, then all the HCRA/DCRA Termination should be end of December.
Batch Testing:

Using the R1733 Test Plan as an example, run the batch file maintenance job RUNFM by inputting a CARDEXP transactions file, developed with different set of employees as per the guidelines above, into PPP050 program input.

Verify the USER08 messages 08921 & 08922 in PPP1001 report that are similar to the messages displayed while CICS testing. In addition, verify the updated FSA Health/DepCare Termination Date details in the PPP1800 report.

Note: Please note down all the employee details for the above test cases, since our compute testing will be based on these employees.

5.1.2 Compute Changes

For FSA Health/DepCare benefits, the compute should behave the same as for the other benefits that were end dated in release 2033.

From R2033, for all the end-dated benefits, the compute will take deductions, if any of the below condition is satisfied:

☑ Employee Separation Date is in a future month
☑ Employee Separation Date is in the current month and
  ➢ Employee’s Benefit Representation Code (EBERC) = ‘C’ and Ben Sep Month for the employee’s EBEUC is ‘N’ or blank
   or
  ➢ Employee Separation Reason Code is Any of the Retirement Reasons or Death

From R2033, for all the end-dated benefits, the compute will not take deductions, if any of the below condition is satisfied:

☑ Employee Separation Date is in a prior month
☑ Employee Separation Date is in the current month and
  ➢ Employee’s Benefit Rep Code (EBERC) <> ‘C’
   or
  ➢ Employee’s Benefit Code (EBERC) <> ‘C’ and Ben Sep Month for the employee’s EBEUC = ‘Y’
   or
  ➢ Employee Separation Reason Code is not (any Retirement Reasons or Death)
After successful installation of the program PPP400 into the region in which you are going to test the changes, run the compute for a selected month (e.g., September MO).

In the PPP4401 report, verify the following expected results for Health FSA (GTN 226) and DepCare FSA (GTN 227) deductions as below:

<table>
<thead>
<tr>
<th>Employee From</th>
<th>Separation Reason</th>
<th>Separation Date / Last Day on Pay</th>
<th>Expected Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIST1 or LIST2</td>
<td>KA, RA, RD, RF, RB or RC</td>
<td>091512</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>not in (KA, RA, RD, RF, RB or RC)</td>
<td>091612</td>
<td>Deduction <strong>not taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
<tr>
<td>LIST3</td>
<td>KA, RA, RD, RF, RB or RC</td>
<td>091812</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
<tr>
<td>LIST3</td>
<td>not in (KA, RA, RD, RF, RB or RC)</td>
<td>091912</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>082212</td>
<td>Deduction <strong>not taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>100512</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for: Health FSA (GTN 226) and DepCare FSA (GTN 227)</td>
</tr>
</tbody>
</table>
5.1.3 One-Time Process

- Determine a separation date cut-off (e.g., 09/17/2012).

- From the lists of employees, develop test cases as below:
  - Separation dates before, equal to and after the cut-off date.
  - Some EBERCs of “C” and some not “C”.
  - EBEUCs with Ben Sep Month of “Y”, “N” and blank
  - Some coverage end dates already set to the separation month

- Run PPOTRRRR with the spec card set to the cut-off date.

- Run PPP180 with the ECF. Verify the following:
  - Only employees with the following conditions should have had their Health and DepCare FSA termination dates re-derived to the last day of the separation month:
    - The employee’s separation date is after the spec card date
    - The employee’s EBERC is not = “C”
    - The Ben Sep Month for the employee’s EBEUC is “Y”
    - The Health / DepCare FSA termination dates are not already equal to the new derived Health / DepCare FSA termination dates
  - Confirm that the PPP180 report matches the information on the output tab-delimited file as well as the totals report.

**Note:** In the below test cases, HCRA (GTN 226) and/or DCRA (GTN 227) Termination Dates are not populated (or reported), if any one of the following conditions is true:

1. **HCRA / DCRA Deduction Effective Date in the PPPBRS table for the test employee is more than the Expected HCRA/DCRA Termination Date**
2. **HCRA / DCRA Deduction Effective Date in the PPPBRS table for the test employee is a **low-ISO-date** (or not found) and ‘G’ Balance setup for the HCRA / DCRA in PPPDBL table for the employee is zero (or not found) and ‘U’ Balance setup for the HCRA / DCRA in PPPDBL table for the employee is zero (or not found).**
3. **If the Separation Date is in December, then all the HCRA/DCRA Termination should be end of December.**
The following details can be used while devising and verifying the test plan:

<table>
<thead>
<tr>
<th>Employee From</th>
<th>Employee also exists in Query4/5</th>
<th>Separation Reason</th>
<th>Separation Date</th>
<th>Cutoff Separation Date</th>
<th>Expected Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>Any</td>
<td>Date: 091712 or any prior date 090312</td>
<td>091712</td>
<td>No employee got selected because the Separation Date is on or prior to the Cutoff Separation Date.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>Any</td>
<td>RA, RD, RF, RB or RC</td>
<td>091812</td>
<td>091712</td>
<td>08921 message with Health FSA Date (DET# 314) of 09/30/2012. 08922 message with DepCare FSA Date (DET# 315) of 09/30/2012.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>QUERY4</td>
<td>KA</td>
<td>092012</td>
<td>091712</td>
<td>08921 message with Health FSA Date (DET# 314) of 09/30/2012. 08922 message with DepCare FSA Date (DET# 315) of 09/30/2012.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>QUERY5</td>
<td>KA</td>
<td>092212</td>
<td>091712</td>
<td>08921 message with Health FSA Date (DET# 314) of 10/31/2012. 08922 message with DepCare FSA Date (DET# 315) of 10/31/2012.</td>
</tr>
<tr>
<td>LIST3</td>
<td>Any</td>
<td>KA, RA, RD, RF, RB or RC</td>
<td>092512</td>
<td>091712</td>
<td>08921 message with Health FSA Date (DET# 314) of 10/31/2012. 08922 message with DepCare FSA Date (DET# 315) of 10/31/2012.</td>
</tr>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>Any</td>
<td>093012</td>
<td>091712</td>
<td>Employees are not selected because the Separation Date is already equal to the derived Separation Date.</td>
</tr>
</tbody>
</table>

- Run the history update process with the ECF and validate results.
## Attachment A – One Time Program Report

<table>
<thead>
<tr>
<th>Column Heading</th>
<th>Data</th>
<th>PPS Table.Field</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Number</td>
<td>Employee Number</td>
<td>PPPPER.EMPLOYEE_ID</td>
</tr>
<tr>
<td>Name</td>
<td>EDB 0105 EMPLOYEE NAME COMBINED</td>
<td>PPPPER.EMP_NAME</td>
</tr>
<tr>
<td>Home Department</td>
<td>EDB0114 HOME DEPARTMENT CODE-EDB</td>
<td>PPPPER.HOME_DEPT</td>
</tr>
<tr>
<td>Separation Date</td>
<td>EDB0140 Separation Date</td>
<td>PPPPER.SEPARATE_DATE</td>
</tr>
<tr>
<td>Separation Reason Code</td>
<td>EDB0141 Separation Reason Code</td>
<td>PPPPER.SEPARATE_REASON</td>
</tr>
<tr>
<td>Original Coverage End Date</td>
<td>EDB0314 before updating by program</td>
<td>PPPBEN.HCRA_TERM_DATE</td>
</tr>
<tr>
<td>Health FSA</td>
<td>EDB0314 after updating by program</td>
<td>Derived HCRA-TERM-DATE</td>
</tr>
<tr>
<td>Revised Coverage End Date</td>
<td>EDB0315 before updating by program</td>
<td>PPPBEN.DEPCARE_TERM_DATE</td>
</tr>
<tr>
<td>Health FSA</td>
<td>EDB0315 after updating by program</td>
<td>Derived DEPCARE-TERM-DATE</td>
</tr>
<tr>
<td>Original Coverage End Date</td>
<td>EDB0315 before updating by program</td>
<td>PPPBEN.HCRA_TERM_DATE</td>
</tr>
<tr>
<td>Dependent Care FSA</td>
<td>EDB0315 after updating by program</td>
<td>Derived DEPCARE-TERM-DATE</td>
</tr>
<tr>
<td>EBEUC</td>
<td>EDB0445 EMPLOYEE BENEFIT ELIGIBILITY UNIT CODE-EDB</td>
<td>PPPBEN.BEN_ELIG_UNIT_CD</td>
</tr>
<tr>
<td>EBERC</td>
<td>EDB 0446 EMPLOYEE BENEFIT ELIGIBILITY REPRESENTATION CODE-EDB</td>
<td>PPPBEN.BEN-ELIG-REP-CD</td>
</tr>
</tbody>
</table>