Service Request 83791

IT Separation Reason Code in End Benefits

Technical Specification

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Information Resources & Communications
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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>12/03/2012</td>
<td>Baskar Chitravel</td>
<td>Initial version</td>
</tr>
<tr>
<td>2.0</td>
<td>04/11/2013</td>
<td>Baskar Chitravel</td>
<td>Modified to remove onetime program requirements</td>
</tr>
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1 Introduction

Depending on the participation from each Bargaining Unit and employee Separation Reason Code, 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.

After R2033 installation, for the inter-location transfer employees, campuses have experienced manual interventions because taking benefits deductions in the employee’s first month at the new location is operationally difficult.

In order to avoid the manual interventions, locations have recommended that the Separation Reason Code of “IT” should be added to the list of separation reason codes that receive an extra month of benefits.

1.1.1 Service Request 83791

SR83791 asks PPS to add the Separation Reason Code of “IT” (Inter-location Transfer with no break in service) into the following R2033 list of Separation Reason Codes that receive an extra month of benefits, if the employee is part of a participating Bargaining Unit:

R2033 List of Separation Codes:

- KA Death
- RA Retirement - Regular
- RB Retirement - Voluntary
- RC Retirement - Faculty Early
- RD Retirement - Compulsory for SMG and Regents' Officers
- RF Retirement - Faculty
2 Overview of System Modifications

The PPS changes required are the following:

1. Set the new benefits end date to next month end, if the value of the field SEPARATE-REASON from PPPPER table is equal to 'IT' in the following programs:
   a. PPEI330 - EDB maintenance program
   b. PPP400 - Compute program

2. In the compute logic, add a separate date derivation logic for Health / DepCare FSA benefits termination date.
   
   Note: The new Separation Reason Code of ‘IT’ is added to the R2033 benefits only (no changes to FSA).
   However, the Health / DepCare FSA termination date logic is using the same end date (WS-BSP-COVEND-DATE) that is derived for the R2033 process.
   Therefore, changes to PPP400 for R2033 benefits’ date will affect the Health / DepCare termination date.

3 Design Considerations

3.1 Assumptions and Dependencies

   b. The new Separation Reason ‘IT’ is not added to the Health and DepCare FSA termination date derivations.
   c. PPS changes for the project “End FSA on Last Day of Separation Month – SR83745” are implemented.
   d. During the Compute process test phase, regression testing is needed to verify that the Health and DepCare FSA benefit end dates are not modified.
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 add Separation Reason Code ‘IT’ as one of the reasons that allows an extra month of benefits, which were end dated in R2033. Following are the changes necessary to add the new Separation Reason Code ‘IT’ (Inter-location Transfer with no break in service):

- Set the new benefits end date to next month end, if the value of the field SEPARATE-REASON from PPPPER table is equal to 'IT'.

- Develop a separate date derivation logic for Health / DepCare FSA benefits termination date.

WORKING-STORAGE

Define WS-FSA-END-DATE (Char 10) to hold the coverage end date in ISO to be applied to Health and DepCare FSA Termination Dates.

*-----> HOLD FOR WORKING COV END DATE FOR SEP BENEFITS
01 WS-BSP-COVEND-DATE PIC X(10).

01 WS-FSA-COVEND-DATE PIC X(10).

01 WS-DATE-AND-TIME. COPY CPWSTIME.
   05 WS-TIMESTAMP.
      10 WS-CC PIC X(02).
      10 WS-YY PIC X(02).
PROCEDURE DIVISION

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

In the CURRENT-ACTVTY-PROCESSING-0800 section, derive the variable WS-FSA-COVEND-DATE, which is the Health / DepCare FSA Termination Date, as below:

CURRENT-ACTVTY-PROCESSING-0800 SECTION.

    SET KNET-DED-FULL-SW-OFF TO TRUE.
    SET SKIP-GTN-SW-OFF TO TRUE.

    . . .

    IF SEPARATE-DATE = XDC3-LOW-ISO-DATE
        MOVE XDC3-LOW-ISO-DATE            TO WS-BSP-COVEND-DATE
        MOVE XDC3-LOW-ISO-DATE            TO WS-FSA-COVEND-DATE
    ELSE
        *-----> Call PPBUTSEP to find if EBEUC/EBERC has a flag set to
        *-----> indicate their participation in New Benefit Separation
        *-----> at end of the month rule or not.

        . . .

        *-----> Develop the last day of the Separation Month OR last day
        *-----> of the month after Separation Month.

        *    MOVE SEPARATE-DATE                TO XDC3-ISO-DATE
        *    PERFORM XDC3-GET-END-OF-MONTH-DATE
        *    MOVE XDC3-ISO-DATE                TO WS-BSP-COVEND-DATE
        *    MOVE XDC3-ISO-DATE                TO WS-FSA-COVEND-DATE

        *    IF NOT KBSP-NEW-RULE-IN-EFFECT OR
            (SEPARATE-REASON = 'KA' OR 'RA' OR 'RB' OR
            (SEPARATE-REASON = 'IT' OR 'KA' OR 'RA' OR 'RB' OR
            'RC' OR 'RD' OR 'RF'))
            PERFORM XDC3-CONVERT-ISO-TO-LILIAN
            ADD 1                          TO XDC3-LILIAN-DATE
            PERFORM XDC3-CONVERT-LILIAN-TO-ISO
            PERFORM XDC3-GET-END-OF-MONTH-DATE
            MOVE XDC3-ISO-DATE             TO WS-BSP-COVEND-DATE
            IF SEPARATE-REASON NOT = 'IT'
                MOVE XDC3-ISO-DATE          TO WS-FSA-COVEND-DATE
            END-IF
        END-IF
    END-IF

    *    IF PAYSTAT-CURR-MO OF PPHDAUTL-INTERFACE > ZERO
        MOVE 'Y' TO KNET-CURNT-MN-NORM-PAY-IND.
In the CREATE-DEDUCTION-TO-TAKE-1220 section, change the reference of variable **WS-BSP-COVEND-DATE** to **WS-FSA-COVEND-DATE** as below:

```
CREATE-DEDUCTION-TO-TAKE-1220 SECTION.

   IF XSP-PARAM (31) NOT = ZERO
       IF KNET-DEDX = XSP-PARAM (31) OR
       ... END-EVALUATE
       ELSE

       *----> LOGIC FOR Health & DepCare FSA - Use WS-BSP-FSA-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
           IF WS-FSA-COVEND-DATE = XDC3-LOW-ISO-DATE
               CONTINUE
           ELSE
               IF WS-BSP-COVEND-DATE < ISO-PREM-COV-MONTH-DATE
                   IF WS-FSA-COVEND-DATE < ISO-PREM-COV-MONTH-DATE
                       SET EFDT-DONT-TAKE-DEDUCTION    TO TRUE
                   END-IF
               END-IF
           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 **PPEI330**

PPEI330 performs maintenance on the insurance enrollments if there is a separation action. When an employee’s separation is established, PPEI330 derives the Coverage End Dates for Medical, Dental, Vision, and Legal benefits of the employee.

The employee’s Medical, Dental, Vision, and/or Legal Plans will end on the last day of the month following the month of separation, if the Employee’s Benefit Bargaining Unit does not participate in the Separation Month End or the Separation Reason is part of the list of excluded separation reasons. For all other conditions, the end date of the benefits is the last day of the separation month.

The program will be modified to add the Separation Reason Code value of ‘IT’ to the list of excluded separation reasons.

**WORKING-STORAGE**

Change the A-STND-PROG-ID as per the PPS Standard.

**PROCEDURE DIVISION**

In the 2000-SEP-DERIVE-COV-END-DATE section, add the Separation Reason Code value of ‘IT’ as one of the Separate Reasons that receives an extra month of benefits as below:

```cobol
*----------------------------------------------------------------*
2000-SEP-DERIVE-COV-END-DATE SECTION.
*----------------------------------------------------------------*
MOVE SEPARATE-DATE TO WS-ISO-LAST-DAY-COVERAGE.

END-EVALUATE.

MOVE SEPARATE-REASON OF PER-ROW TO W88-SEPARATE-REASON.
IF SEPARATE-REASON-RETIRE-REG OR
SEPARATE-REASON-RETIRE-VOL OR
SEPARATE-REASON-RETIRE-EARLY OR
SEPARATE-REASON-RETIRE-COMPULS OR
SEPARATE-REASON OF PER-ROW = 'RF'
OR SEPARATE-REASON OF PER-ROW = 'IT'
MOVE WS-ISO-NEXT-MONTH-END TO WS-ISO-LAST-DAY-COVERAGE
END-IF.

IF SEPARATE-REASON-DEATH
INITIALIZE PPCOVEDB-INTERFACE
```
5 Add Separate Reason ‘IT’ in End Benefits - Unit Testing Requirements

Load a test EDB and CTL from Base.

5.1.1 EDB Maintenance (program PPEI330) Changes

Assume that the current month is November. Select a Separation Date in current month (like 11/27/2012) and prior month (example, 10/15/2012), and future month (example, 12/12/2012).

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 Coverage End Date (HEALTH_COVEND_DATE)
- Dental Coverage End Date (DENTAL_COVEND_DATE)
- Vision Coverage End Date (VISION_COVEND_DATE)
- Legal Coverage End Date (LEGAL_COVEND_DATE)
- 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)
- Health Plan Code (HLTH_PLAN)
- Dental Plan Code (DENTAL_PLAN)
- Vision Plan Code (VIS_PLAN)
- Legal Plan Code (LEGAL_PLAN)

Select a list of employees (LIST1) who are in QUERY3 and BEN_ELIG_UNIT_CD exists in QUERY1. LIST1 represents employees (covered and uncovered) whose Benefit Bargaining Unit participates in Monthend Separation.

Select a list of employees (LIST2) who are in QUERY3 with BEN_ELIG_REP_CD <> ‘C’ and BEN_ELIG_UNIT_CD exists in QUERY2. LIST2 represents uncovered employees whose Benefit Bargaining Unit does not participate in Monthend Separation.

Select a list of employees (LIST3) who are in QUERY3 with BEN_ELIG_REP_CD = ‘C’ and BEN_ELIG_UNIT_CD exists in QUERY2. LIST3 represents covered employees whose Benefit Bargaining Unit does not participate in Monthend Separation.
Run a query (QRYDENDH) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with all of their dependent’s Health coverage ended prior to the Separation Date selected like below:

```
Select EMPLOYEE_ID from PPPDEP, where all the employee’s dependents (DEP_NUM) Health Coverage ended.
For Health Coverage End Check:
   ( (DEP_HLTH_COVEFFDT is a low date or future date after next month end- 12/31/12 for 11/27/12 separation)
    OR (DEP_HLTH_COVEFFDT not (low date or future date) and DEP_HLTH_COVENDDT < Separation Date) )
```

Run a query (QRYDENDD) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with all of their dependent’s Dental coverage ended prior to the Separation Date selected like below:

```
Select EMPLOYEE_ID from PPPDEP, where all the employee’s dependents (DEP_NUM) Dental Coverage ended.
For Dental Coverage End Check:
   ( (DEP_DENTL_COVEFFDT is a low date or future date after next month end- 12/31/12 for 11/27/12 separation)
    OR (DEP_DENTL_COVEFFDT not (low date or future date) and DEP_DENTL_COVENDDT < Separation Date) )
```

Run a query (QRYDENDV) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with all of their dependent’s Vision coverage ended prior to the Separation Date selected like below:

```
Select EMPLOYEE_ID from PPPDEP, where all the employee’s dependents (DEP_NUM) Vision Coverage ended.
For Vision Coverage End Check:
   ( (DEP_VIS_COVEFFDT is a low date or future date after next month end- 12/31/12 for 11/27/12 separation)
    OR (DEP_VIS_COVEFFDT not (low date or future date) and DEP_VIS_COVENDDT < Separation Date) )
```

Run a query (QRYDENDJ) against table PPPDEP to get a list of employees (EMPLOYEE-ID) with all of their dependent’s Legal coverages ended prior to the Separation Date selected like below:

```
Select EMPLOYEE_ID from PPPDEP, where all the employee’s dependents (DEP_NUM) Legal Coverage ended.
For Legal Coverage End Check:
   ( (DEP_LEGAL_COVEFFDT is a low date or future date after next month end- 12/31/12 for 11/27/12 separation)
    OR (DEP_LEGAL_COVEFFDT not (low date or future date) and DEP_LEGAL_COVENDDT < Separation Date) )
```

From the LIST1, LIST2, LIST3, and all dependent queries’ (QRYDENDH / D / V / J) results, devise the testing scenario as below:
CICS Testing:

After successful installation of the program PPEI330 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 and press PF5 to update the EDB.

Access the IINS screen and verify that the displayed Medical, Dental, Vision, and Legal end dates match with the expected results below:

<table>
<thead>
<tr>
<th>Employee From</th>
<th>Separation Reason</th>
<th>Separation Date / Last Day on Pay</th>
<th>Employee also exists in QRYDENDx</th>
<th>Expected Results in IINS screen</th>
</tr>
</thead>
</table>
| LIST1 or LIST2 or LIST3 | IT, RA, RD, RF, RB, or RC | 111512 | Any | Medical End Date: 12/31/12  
Dental End Date: 12/31/12  
Vision End Date: 12/31/12  
Legal End Date: 12/31/12 |
| LIST1 or LIST2 or LIST3 | KA | 111612 | QRYDENDH  
QRYDENDD  
QRYDENDV  
QRYDENDJ | Medical End Date: 11/30/12  
Dental End Date: 11/30/12  
Vision End Date: 11/30/12  
Legal End Date: 11/30/12 |
| LIST1 or LIST2 or LIST3 | KA | 111712 | Not exists in QRYDENDH  
Not exists in QRYDENDD  
Not exists in QRYDENDV  
Not exists in QRYDENDJ | Medical End Date: 12/31/12  
Dental End Date: 12/31/12  
Vision End Date: 12/31/12  
Legal End Date: 12/31/12 |
| LIST1 or LIST2 | BC, CB, DA, EG, GA, or LA | 111812 | Any | Medical End Date: 11/30/12  
Dental End Date: 11/30/12  
Vision End Date: 11/30/12  
Legal End Date: 11/30/12 |
| LIST3 | BC, CB, DA, EG, GA, or LA | 111912 | Any | Medical End Date: 12/31/12  
Dental End Date: 12/31/12  
Vision End Date: 12/31/12  
Legal End Date: 12/31/12 |

**Note:**

LIST1 - List of employees, whose Benefit Bargaining Unit participates in the end benefits at separation monthend.

LIST2 - List of employees, whose Benefit Bargaining Unit does not participate in the end benefits at separation monthend; however, employee’s BEN_ELIG_REP_CD <> ‘C’.

LIST3 - List of employees, whose Benefit Bargaining Unit does not participate in the end benefits at separation monthend; also, employee’s BEN_ELIG_REP_CD = ‘C’.
**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 updated Health, Dental, Vision, and Legal Coverage end 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

Follow the compute changes unit testing procedure for the project “End FSA on Last Day of Separation Month – SR83745” and verify that the PPP400 changes do not affect the FSA termination logic.

For adding Separation Reason Code ‘IT’, the compute should behave the same as the benefits that were end dated in release 2033.

For all the R2033 end-dated benefits (Health, Dental, Vision, and Legal; also Employee Paid Life, Dependent Life, and AD&D), 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 or Intra-Campus Transfer (IT)

For all the R2033 end-dated benefits (Health, Dental, Vision, and Legal; also Employee Paid Life, Dependent Life, and AD&D), 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 Rep 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 or Intra-Campus Transfer (IT))
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., November MO).

In the PPP4401 report, verify the following expected results for the deductions of benefits:

- Health Plan (GTN for HLTH PLAN’s value)
- Dental Plan (GTN for DENTAL PLAN’s value)
- Vision Plan (GTN for VIS PLAN’s value)
- Legal Plan (GTN for LEGAL PLAN’s value)
- Employee Paid Life (GTN 050)
- Dependent Life (GTN 043)
- AD&D (GTN 040)

<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>IT, KA, RA, RD, RF, RB or RC</td>
<td>111512 (current month date)</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for Health, Dental, Vision, Legal, Employee Paid Life, Dependent Life, and AD&amp;D plans.</td>
</tr>
<tr>
<td>LIST1 or LIST2</td>
<td>not in (IT, KA, RA, RD, RF, RB or RC)</td>
<td>111712</td>
<td>Deduction <strong>not taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for Health, Dental, Vision, Legal, Employee Paid Life, Dependent Life, and AD&amp;D plans.</td>
</tr>
<tr>
<td>LIST3</td>
<td>Any</td>
<td>111912</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for Health, Dental, Vision, Legal, Employee Paid Life, Dependent Life, and AD&amp;D plans.</td>
</tr>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>100912 (previous month date)</td>
<td>Deduction <strong>not taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for Health, Dental, Vision, Legal, Employee Paid Life, Dependent Life, and AD&amp;D plans.</td>
</tr>
<tr>
<td>LIST1 or LIST2 or LIST3</td>
<td>Any</td>
<td>122712 (next month date)</td>
<td>Deduction <strong>taken</strong> from valid earnings (in employee’s Primary Pay Schedule cycle) for Health, Dental, Vision, Legal, Employee Paid Life, Dependent Life, and AD&amp;D plans.</td>
</tr>
</tbody>
</table>