This release addresses the following Service Request:

**Service Request 100231**

Service Request 100231 asks that modifications be made to create both a Health Savings Account (HSA) and an associated High Deductible Health Plan (HDHP).

*The following is from IRS Publication 969: A health savings account (HSA) is a tax-exempt ... custodial account that you set up with a qualified HSA trustee to pay or reimburse certain medical expenses you incur...A qualified HSA trustee can be a bank, an insurance company, or anyone already approved by the IRS to be a trustee of individual retirement arrangements (IRAs) or Archer MSAs.*

**Background**

As an outcome of the annual H&W plan renewal and RFP process, UCOP Benefits Programs has decided to offer both a High Deductible Health Plan (Blue Shield Health Savings Plan described in SR 83848) and a Health Savings Account.

**Programs**

**PPESTEDB**

PPESTEDB applies changes found in temporary table PPPEST to the EDB during Special Maintenance Process 5 (daily transactions). It has been modified to accept one new X1 transaction with three elements:

- GTN 612 (employee deduction): G balance
- GTN 613 (employer contribution): D balance, G balance
PPFCBBEN

PPFCBBEN sets the current insurance plan enrollments to the appropriate future plan enrollments for compute processing. It has been modified to set EMP-HLTH-COVEFFDT to HLTH-COVEFFDATE when an employee changes from another health plan to plan 'SP'.

PPNETCLC

PPNETCLC is called by net pay calculation programs to process deductions with special calculation routines. It has been modified to support a new special calculation routine for HSA.

PPP494 (new)

PPP494 is run after each compute to produce a tab-delimited file of HSA activity and an HSA report. PPP494 will run after each compute and the HSA activity file it produces will be transmitted to the vendor.

Copy Members

CPWSXEST

CPWSXEST defines working storage for various transactions passed by Web/IVR processes. It has been modified to include the layouts for the two new X1 transactions (D and G balances for GTN 613 and G balance for GTN 612).

Include Members

PPPV400A

PPPV400A is the record layout for PPPV400A_BEN, a view of the PPPBEN table. View PPPV400A has been modified to add Health Care Effective Date (an existing field in PPPBEN).

DDL Members

PPPV400A

PPPV400A is the DDL used to create PPPV400A_BEN, a view of the PPPBEN table. View PPPV400A has been modified to add Health Care Effective Date (an existing field in PPPBEN).

Table Updates

Gross to Net Table
Cardlib GTNPROD contains the values for the 2 new GTNs (612 and 613) created for Health Savings Accounts.

Code Translation Table
Cardlib CTTPROD contains the values for the 2 new GTNs (612 and 613) created for Health Savings Accounts.

System Messages Table
Cardlib MSGPROD contains 2 new warning messages to be issued when an employee has a net negative HSA balance for either deductions or contributions.
**Installation Instructions**

A separate Installation Instructions document is provided for this release.

**Test Plan**

Testing should validate the business rules specified in the BRD. Test cases should include the following:

- X1 – EE Deductions and/or ER Contributions from the OE II activity
- One-Time Adjustment for EE Deductions and/or ER Contributions
- Batch Refund / Reversal for EE Deductions and/or ER Contributions
- Update Deduction and Contribution via online CICS screen EGTN
- Online Rush Check process
- Online Reversal for EE Deductions and/or ER Contributions

The functional test should include running the batch and online programs for MO and BW Computes, EDB Maintenance and to create vendor files/reports.

**Timing of Installation**

The timing of this release is **Date Mandated**. PPS Modifications are needed prior to the posting of Open Enrollment II transactions and the first compute paid after January 1, 2014 (i.e. BW pay period ending 12/21/2013). As always, these updates should be applied to production data only as approved by your Payroll Manager. As always, campuses are encouraged to install this release in as timely a fashion as possible.

Functional questions should be addressed to Ken Smith at (510) 287-3837 or email Kenneth.Smith@ucop.edu.

If there are any technical questions, please send electronic mail to **Gerry Mulligan@ucop.edu** or call (510) 987-9175.

Gerry Mulligan