Service Request 83846
Annual Base Benefit Rate in PPS – Phase 3

Technical Specification

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Information Technology Services
Office of the President
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# Version History

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1 Introduction

As part of the transition to UCPath, the salary bases for benefits in PPS need to better align with the proposed salary bases in UCPath. The PPS modifications will be done in phases; the first phase will address the annual salary base recalculation that occurs in December 2013 for benefits that are paid in advance, and the second phase will address the annual salary base recalculation that occurs in January and the ongoing maintenance of salary bases for all employees.

This document addresses Phase 3: additional modifications for ongoing maintenance of salary bases for all employees.

1.1 Service Request 83846

Service Request 83846 asks for modifications to PPS so that salary bases in PPS will be calculated in a way that is consistent with the salary bases that will be used in UCPath.

2 Background

There are five salary bases in use in PPS; each of the bases currently has its own rules for the timing of its calculation, the population for which it is calculated, and the specifics of the calculation itself. In addition, there are several consistency edits for benefits enrollments that require or restrict the presence of salary bases. UCPath will calculate the salary bases all at the same time, for all employees, using a calculation that produces two values (ABBR, the anticipated annual salary, and ABBRFTE, the full-time equivalent annual salary) that will be the basis for all salary bases.

Phase 1 addressed the one-time needs for the December 2013 Benefits Premium Audit (calculate the employee-paid and UC-paid life insurance salary bases for the current populations, but with the new calculation rules).

Phase 2a and 2b addressed the modifications for the January 2014 annual salary base recalculation and ongoing maintenance of salary bases for all employees.

Phase 3 addresses additional modifications for ongoing maintenance of salary bases for all employees.

3 Overview of System Modifications

3.1 EDB Maintenance Process

Currently, the employee-paid life and/or employee-paid disability insurance salary bases are cleared when an employee is de-enrolled from the benefit; the salary bases should not be cleared when that happens. In addition, modifications are needed to ensure that executive life insurance salary bases are being derived correctly for hires and rehires, and that employee-paid disability insurance salary bases are derived correctly when the employee’s salary base is greater than the maximum value possible. The same modification to PPP570 to include the percent time only (and not the salary) of DOS codes that represent the negotiated (Y) component of Health Science Compensation (that is set up as a rate-times-percent-time distribution) must be included in ongoing EDB maintenance as well.

4 Testing Considerations

Testing of EDB maintenance should include new hires; rehires within 120 days of the separation date; rehires more than 120 days from the separation date; employees who move between appointments and distributions that do not generate salary bases (such as by-agreement) to appointments and distributions that do (such as regular pay); employees moving to or from an executive appointment; Monthly Maintenance.
5 Mainframe Design

5.1 EDB Maintenance

5.1.1 COBOL Programs

5.1.1.1 PPEI199

PPEI199 performs maintenance to de-enroll employees from insurance benefits, and, if necessary, clear selected Gross-to-Net balances. Modifications: do not zero out the employee-paid life insurance salary base or employee-paid disability insurance salary base if the employee is de-enrolled from life or disability insurance.

5.1.1.2 PPEI720

PPEI720 performs consistency edits and maintenance on insurance salary bases and the Medical Contribution Salary Bases (MCBs). Modifications: include the percent time, but not the amount, for DOS codes with a Corporate Personnel DOS code value of ‘HY’; set the employee-paid disability salary base to the correct value if the calculated salary base is greater than the maximum salary base ($99,999).

5.1.1.3 PPEM113

PPEM113 performs selected benefits de-enrollment based on changes to the Benefits Eligibility Level Indicator (BELI). Modifications: do not zero out the employee-paid disability insurance salary base if the employee is de-enrolled from disability insurance.

5.1.1.4 PPEM116

PPEM116 performs consistency edits and maintenance on executive life insurance fields and senior management severance pay fields. Modifications: ensure that the executive life insurance flag is set to ‘0’ (not eligible) if it is not already set to a value; if the employee is a rehire, and the hire date is on or prior to the daily run date, temporarily clear the separation date prior to calling PPEXECLF to determine executive life eligibility.

6 Unit Testing Requirements

6.1 New Hires

- Hire a non-executive employee with an HSCP appointment. Only the time percent of the HSCP Y component distribution should be used in the salary base calculations (not the amount) and Executive life insurance plan should be set to ‘0’.

- Hire an executive employee. Executive life insurance plan should get set to ‘2’.

6.2 EDB Maintenance

- Identify or set up an employee to be deenrolled in life and EPD (PPPBEN.LIFE_DEENROLL or EPD_DEENROLL = ‘X’). After MM runs, verify that life and EPD salary bases are not zeroed out.

- Identify or set up an employee where BELI-IND NOT = ‘1’. After running MM, verify that EPD salary base is not zeroed out.