

**Service Request 80677**  
**Modification to Benefits Enrollment at Rehire**  
**11/10/03**

**Background**

UC Berkeley reported a problem with some medical enrollment transactions from the web in the nightly update. For a couple of transactions, they received a message indicating an entry with the same effective date already exists in the EDB FCB table.

It has been determined that this problem can result from a situation where the system assigns a new Period of Initial Eligibility (PIE) End Date, but does not perform the appropriate default enrollments. This occurs when a rehire is processed and the Assigned BELI and BELI Effective Date are not changed.<sup>1</sup> The rehire process itself does not trigger the module that performs the default derivation. A change to the Assigned BELI will cause the module to be called, so a rehire that includes a BELI change will perform correct default enrollments.

**PPS Modification**

PPS should be modified so that the module that performs default enrollments for medical, dental and vision (into DM, DD, DV or CM, D1, VI, depending on PIE End Date) should be triggered by the rehire process (Action Code is '02'). Additionally, if the Assigned BELI is not explicitly changed during the rehire process, the BELI Effective Date (EDB 0341) should be set equal to the Most Recent Hire Date (EDB 0113) entered on rehire.

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<sup>1</sup> For example, if a BELI '1' employee is separated, and a subsequent rehire is processed before monthly maintenance sets the BELI to '?', the Assigned BELI would not be changed if the new position is also eligible for BELI '1'.